



County of Los Angeles
CHIEF ADMINISTRATIVE OFFICE

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HAMMOND

DAVID E. JANSSEN
Chief Administrative Officer

December 16, 2003

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Board of Supervisors

GLORIA MOLINA
First District

YVONNE BRATHWAITE BURKE
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

Dear Supervisors:

**FRINGE BENEFITS AND SALARIES FOR REPRESENTED AND NON-
REPRESENTED EMPLOYEES (ALL AFFECTED) (3 VOTES)**

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve the accompanying successor Fringe Benefit Memoranda of Understanding (MOUs) with SEIU, Local 660, AFL-CIO (Local 660) and the Coalition of County Unions, AFL-CIO (Coalition) for a three year term ending on September 30, 2006. The substance of these agreements is summarized in Attachment A.
2. Approve the accompanying successor Memoranda of Understanding for a three year term ending on September 30, 2006 with the following bargaining units represented by Local 660:

(Unit 111) - Clerical & Office Services Employees
(Unit 112) - Supervising Clerical & Office Services Employees
(Unit 121) - Administrative Technical & Staff Personnel
(Unit 122) - Supervising Administrative Technical & Staff Personnel
(Unit 201) - Building Custodians & Services Employees
(Unit 211) - Institutional Support Services Employees
(Unit 341) - Health Science Professionals
(Unit 342) - Supervising Health Service Professionals
(Unit 431) - Artisan & Blue Collar Employees
(Unit 432) - Supervising Artisan & Blue Collar Employees
(Unit 702) - Supervising Deputy Probation Officers
(Unit 722) - Medical Social Workers

(Unit 731) - Social Services Investigators
(Unit 732) - Supervising Social Service Investigators

The substance of these agreements is also summarized in Attachment A.

3. Approve fringe benefit and salary changes for non-represented employees as shown in Attachment B.
4. Approve the attached resolution implementing AB 55.
5. Approve changes to the retiree health insurance program that establish reciprocity with the City of Los Angeles retiree health insurance plans as outlined in Attachment C, and instruct the Chairman to sign the necessary agreement with the City of Los Angeles.
6. Approve other changes necessary to implement these recommendations, as shown in Attachment D.
7. Instruct the Auditor-Controller to make payroll system changes necessary to implement the recommendations contained herein.
8. Adopt the accompanying ordinance amending Title 5 and Title 6 of the Los Angeles County Code to implement the changes recommended herein.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Represented Employees

We have concluded agreements and are submitting for your approval successor Fringe Benefit MOUs with Local 660 and the Coalition for a three year term ending September 30, 2006. We are also recommending that you approve, for a three year term ending on September 30, 2006, MOUs with fourteen (14) individual bargaining units represented by Local 660.

The fringe benefit agreements with Local 660 and the Coalition provide County cafeteria plan contribution adjustments that cover the premium cost increases for health and dental benefits in plan year 2004. The County cafeteria plan contribution adjustments in plan years 2005 and 2006 are capped at a negotiated rate.

Local 660's fringe agreement permits the union to negotiate a shift of salary dollars to increase the County's Options contributions for 2005 and 2006. The Coalition fringe benefit agreement permits the Coalition to negotiate a reduction in the amount contributed

to employees who waive health insurance in exchange for an increase in County's Choices contributions for 2005 and 2006.

Local 660 unit agreements provide for 2.5 percent salary adjustments to employees on January 1, 2005 and January 1, 2006. However, in the event a financial crisis is declared in either 2005 or 2006, the salary adjustment will be cancelled and negotiations will be re-opened on economic issues. These changes and other significant changes in the agreements are spelled out in greater detail in Attachment A.

Non-Represented Employees

It would be appropriate to extend to non-represented employees pay and benefit adjustments comparable to the changes recommended for represented employees. With regard to fringe benefits, we are recommending that employee costs for health insurance in 2004 be adjusted as shown in Attachment B. Recommendations for 2005 and 2006 will be submitted to your Board at a future date.

Additionally, we recommend 2.5 percent salary adjustments for non-represented employees on January 1, 2005 and January 1, 2006, subject to the same cancellation provision applicable to represented employees. These adjustments will also apply to employees covered by the Management Appraisal and Performance Plan (MAPP), including 32 department heads, with the understanding that any adjustment in actual salary for these employees will require a performance rating of "Merit Performance" or better. These and other recommendations concerning non-represented employees are shown in Attachment B.

Implementation of Strategic Plan Goals

The actions recommended in this letter promote workforce excellence by resolving workplace issues while maintaining financial responsibility.

The agreements with Local 660 also improve organizational effectiveness (i) by coordinating future bargaining so that County-wide issues such as: general salary movement, employee benefits and common language will be negotiated with Local 660's Bargaining Policy Committee, and (ii) by further standardizing contract language so departments interpret and administer common MOU provisions uniformly. Other improvements include a negotiated provision establishing a bargaining linkage that enables Local 660 to negotiate a shift of general salary movement dollars to mitigate potential increases in the County health insurance premiums in 2005 or 2006. In addition, to facilitate contract administration, the economic provisions of the contract including salary, special pay practices, and overtime articles are now at the end of the MOU's.

FISCAL IMPACT/FINANCING

The recommended agreements were reached within the parameters established by your Board. Current year costs of all recommended changes will be financed within available funding.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Local 660 and the Coalition Fringe Benefit MOUs have been ratified. The agreements and the accompanying ordinance have been reviewed and approved as to form by County Counsel.

Retirement Studies

The MOUs provide for the Coalition and Local 660 to confer with the County on optional retirement formulas during the term of this agreement. Any agreements reached will be submitted to your Board for approval.

AB 55

AB 55 (Correa) is a local option urgency measure that was signed into law this year. In 1937 Retirement Act counties, this bill permits employees to purchase up to five additional years of retirement service credit to the retirement association (LACERA) for the cost of the credit. Under the terms of the bill, the price each employee pays must be the amount necessary to cover the cost of the additional benefits as determined by LACERA's actuary.

The adoption of the attached resolution will make AB 55 operative in Los Angeles County effective February 1, 2004. This allows time for LACERA to provide notice to LACERA members, adopt a pricing methodology, and make necessary preparations.

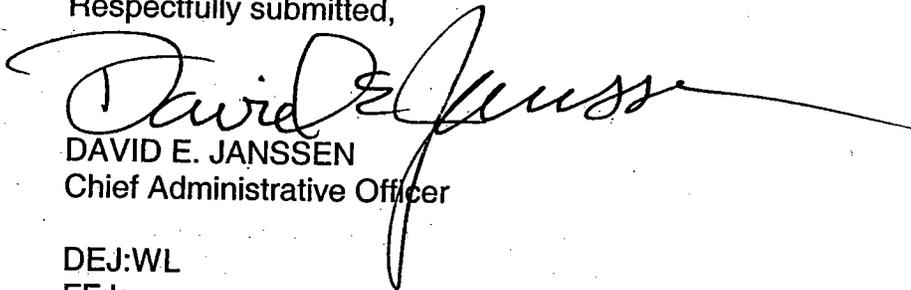
Pension Savings Plan

The Pension Savings Plan is a retirement trust established to meet a Social Security Act requirement that temporary employees who do not qualify for membership in the County retirement system (LACERA) be provided a retirement alternative to the Social Security system. The plan has not been reviewed by the Internal Revenue Service (IRS) to secure a ruling that it is an eligible State plan under Section 457 of the Internal Revenue Code (IRC) and a qualified social security offset plan under Section 3121 of the IRC. Because plan trustees and investment managers require such a ruling as a condition of providing services to the plan, we plan to submit the plan to the IRS for review. Local 660 and the Coalition have agreed to plan changes needed to obtain a favorable ruling from the IRS and these changes are included in the restated plan in the accompanying ordinance.

IMPACT ON CURRENT SERVICES

None.

Respectfully submitted,



DAVID E. JANSSEN
Chief Administrative Officer

DEJ:WL
FF:lg

Attachments (5)

c: County Counsel
Auditor-Controller

CHANGES RESULTING FROM BARGAINING

Negotiated Fringe Benefit Changes for SEIU, Local 660

1. The agreement provides a mechanism through which Local 660, with the agreement of the County, may choose to exchange salary adjustment for an increase to the County contributions to the Options Plan in 2005 and 2006. If no exchange occurs in years 2005 and 2006, the County monthly contribution to Options will be as follows:

	<u>1/1/04</u>	<u>1/1/05</u>	<u>1/1/06</u>
Waiver	\$278	\$253	\$228
One Party	\$352	\$375	\$399
Two Party	\$633	\$679	\$728
Family	\$749	\$802	\$860

Previously negotiated health insurance subsidy of \$6, \$9, and \$11 for each respective tier will continue for the term of the MOU.

2. The County monthly contribution to participants in Delta Dental (Options) will be as follows:

One Party	\$20.59
Two Party	\$36.02
Family	\$56.58

3. The County monthly health insurance contributions for eligible temporary and recurrent employees will be as follows:

	<u>1/1/04</u>	<u>1/1/05</u>	<u>1/1/06</u>
One party	\$288	\$311	\$335
Two party	\$500	\$546	\$595
Family	\$572	\$625	\$683

4. Beginning on January 1, 2005, LTD health insurance will be extended to the survivor (including a domestic partner) of an employee participating in the LTD health insurance protection program.

5. The agreement increases the limit of personal sick days from six (6) to nine (9) days per year.
6. The agreement provides that if an employee, who has received a leave donation dies, before donated full pay sick leave has been exhausted, the remaining sick leave shall be returned to the donor on a "last-in-first-out" basis.
7. By July 1, 2005 the parties agree to study and implement a rollover of termination pay (time certificate pay) into a qualified plan under the Internal Revenue Code.
8. The agreement provides that employees may purchase additional group term life insurance coverage up to 8 times salary on the same basis as existing options.

Negotiated Fringe Benefit Changes for Coalition

1. The agreement provides a mechanism through which the Coalition, with the agreement of the County, may negotiate a reduction in waiver amount for an increase in County contributions to the Choices Plan. If no shift occurs in 2005 and 2006, the County monthly contribution to Choices is as follows:

	<u>1/1/04</u>	<u>1/1/05</u>	<u>1/1/06</u>
Waiver	\$294	\$269	\$244
One Party	\$352	\$375	\$399
Two Party	\$633	\$679	\$728
Family	\$749	\$802	\$860

In addition, during the term of the agreement, in exchange for a reduction of the waiver amount beginning in 2004, the County will subsidize by \$5.44 per month the employee health insurance premium at the two party and family coverage levels for County and Union sponsored health plans available to employees represented by the Coalition.

2. The County monthly contributions to participants in Delta Dental (Choices) will be as follows:

	<u>2004</u>	<u>2005</u>	<u>2006</u>
One Party	\$14.37	\$17.48	\$20.59
Two Party	\$25.98	\$31.00	\$36.02
Family	\$40.77	\$48.68	\$56.58

3. The County monthly health insurance contributions for eligible temporary and recurrent employees will be as follows:

	<u>1/1/04</u>	<u>1/1/05</u>	<u>1/1/06</u>
One party	\$288	\$311	\$335
Two party	\$500	\$546	\$595
Family	\$572	\$625	\$683

4. Beginning on January 1, 2005 LTD health insurance will be extended to the survivor (including a domestic partner) of an employee who is participating in the LTD health insurance protection program.
5. The agreement increases the limit of personal sick days from six (6) to nine (9) days per year.
6. The agreement provides that if an employee, who has received a leave donation dies, before donated full pay sick leave has been exhausted, the remaining sick leave shall be returned to the donor on a "last-in-first-out" basis.
7. By July 1, 2005 the parties agreed to study and implement a rollover of termination pay (time certificate pay) into a qualified plan under the Internal Revenue Code.
8. The agreement provides that employees may purchase additional group term life insurance coverage up to 8 times salary on the same basis as existing options.

RECOMMENDATIONS FOR NON-REPRESENTED EMPLOYEES

1. Provide 2.5 percent salary adjustments to non-represented employees on January 1, 2005 and January 1, 2006, subject to cancellation if the Board declares a financial crisis; amend salary tables and other provisions of the County Code to the extent required to implement the salary adjustments and cancellation option.
2. Effective January 1, 2004, subsidize non-represented employee costs for County sponsored health insurance as shown in the following table:

RECOMMENDED REVISED HEALTH PLAN PREMIUMS FOR NONREPRESENTED EMPLOYEES IN 2004

Plan	Option	Coverage Category (a)	2004 Employee Premium Approved 9/16/03 (b)	Proposed 2004 Employee Premium (b)	Proposed Decrease in Rate Effective 1/1/04 (c)
BLUE CROSS	California Care HMO	1	\$202.49	\$167.49	\$35.00
		2	\$395.60	\$327.60	\$68.00
		3	\$415.64	\$343.64	\$72.00
		4	\$469.63	\$388.63	\$81.00
	PLUS POS	1	\$288.09	\$253.09	\$35.00
		2	\$576.16	\$508.16	\$68.00
		3	\$592.09	\$520.09	\$72.00
		4	\$661.12	\$580.12	\$81.00
	Catastrophic	1	\$164.55	\$129.55	\$35.00
		2	\$327.93	\$259.93	\$68.00
		3	\$331.43	\$259.43	\$72.00
		4	\$386.28	\$305.28	\$81.00
	PPO	1	\$357.80	\$322.80	\$35.00
		2	\$660.46	\$592.46	\$68.00
		3	\$687.42	\$615.42	\$72.00
		4	\$794.03	\$713.03	\$81.00

Plan	Option	Coverage Category (a)	2004 Employee Premium Approved 9/16/03 (b)	Revised 2004 Employee Premium (b)	Decrease in Rate Approved on 9/16/03 (c)
KAISER	Staff HMO	1	\$203.80	\$168.80	\$35.00
		2	\$398.16	\$330.16	\$68.00
		3	\$418.34	\$346.34	\$72.00
		4	\$472.66	\$391.66	\$81.00

- a. 1=Employee Only; 2=Employee + Child(ren); 3=Employee + Spouse; 4=Employee + Spouse + Child(ren)
 - b. Rates where applicable are net of County subsidy.
 - c. Based on 2004 dollar increases in Options and Choices County contribution rates.
3. Designate the Chief Medical Examiner-Coroner as eligible to receive benefits pursuant to Section 5.39.030 of the County of Los Angeles Code.
 4. Amend the Savings Plan to allow benefit distributions to the extent permitted by law.
 5. Amend the Savings Plan and the Deferred Earnings Plan to add the Director of Personnel as a member of the plan administrative committees.
 6. Adjust the salary threshold for Board approval of appointments to management positions to \$110,000 on January 1, 2005 and \$113,000 on January 1, 2006.
 7. Beginning in 2005, provide additional group term life insurance coverage options to employees up to 8 times annual salary on the same basis as existing coverage options.
 8. Enable the CAO to adjust the pay range of a physician classification for recruitment and retention purposes by an amount not to exceed six pay schedules if requested by a department head, and the CAO finds, after investigation that a manpower shortage exists.
 9. Exclude County retirees employed on a temporary basis from receiving special paid leave for temporary employees.

10. Extend the current practice of adjusting the salaries for the Public Defender and Alternate Public Defender on July 1 of each year by the percentage increase in the Consumer Price Index (CPI -U) for the Los Angeles Metropolitan Area for the preceding year calendar year, not to exceed four percent. Such adjustment shall be contingent upon merit or competent performance and shall be in lieu of any other department head salary adjustments provided for in these recommendations.
11. Increase to nine days per year the full pay sick leave that can be used for personal leave.
12. Continue the uniform allowances previously applicable to non-represented sworn personnel in the Sheriff, District Attorney, and Office of Public Safety.

**PROPOSED COUNTY/CITY RETIREE HEALTH CARE
RECIPROCITY PROGRAM**

Reciprocity with regard to general member pension benefits currently exists between the City of Los Angeles (City) and the County, but service in one entity is not recognized as service in the other for purposes of retiree health insurance. The proposed reciprocity arrangement would build on the existing pension reciprocity program by providing that general member retirees who have worked for both the County and the City for an aggregate of at least ten years may combine that service credit in calculating the amount of the County's or the City's contribution toward the retiree's (or his or hers eligible dependents and survivors) health insurance. A retiree receiving benefits under this arrangement must receive health care benefits from the entity (County or City) with which the retiree has the most retirement service credit; provided, however, that a retiree may choose to receive health care benefits from either the County or City if he or she has a minimum of eight years uncombined service credit with that entity. In no event may a retiree receive health care benefits from both the County and City.

Other significant features of the proposed County/City retiree health care reciprocity program are as follows:

- To be eligible for the program, an employee must have earned retirement service credit in both agencies either prior to or during the life of the program and any employment break between the two entities must not exceed six months.
- The program may be terminated by either entity with one year's notice. In such event, retirees currently receiving benefits under the program would continue to receive them and employees in active service at that point would be eligible for the program upon retirement providing a) they have service credit in both agencies as of the time the program is terminated, and b) they meet all other requirements of the program, including the ten year aggregate service requirement.
- The program will be subject to actuarial review every five years with the costs of the review to be shared equally by the City and County. Although the costs of the program are initially projected to be de minimus (see attached actuarial statement), either entity may propose changes in the program at any time if, in the entity's judgment, changes are necessary to keep the costs at a de minimus level.
- No pension reciprocity currently exists between the City and County for safety employees (i.e. Police and Fire) and, therefore, this proposed retiree health care reciprocity arrangement will not extend to safety employees.



December 9, 2003

Mr. David E. Janssen
Chief Administrative Officer
County of Los Angeles
500 W. Temple Street
Los Angeles, CA 90012

Dear Mr. Janssen:

This letter expresses our opinion in response to the County's concerns in regard to the potential cost of reciprocity for retiree health benefits between County of Los Angeles and City of Los Angeles.

On the basis of our discussions with your staff regarding the number of employees who have transferred from City employment to County employment, we believe that the cost of entering into a reciprocal agreement for a retiree health subsidy will be de minimis to the County. Furthermore, in the event the agreement with the City is terminated granting reciprocity rights to all County employees who had transferred from City to County employment prior to the termination, the cost to the County would still be de minimis.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Harold A. Loeb'.

Harold A. Loeb, ASA, MAAA, EA
Principal and Consulting Actuary

HL:rr

TECHNICAL CHANGES AND OTHER MATTERS

Domestic Partners

On August 26, 2003, your Board approved a resolution extending LACERA survivor benefits to domestic partners. We recommend that your Board instruct the Director of Personnel to obtain the necessary amendments to the agreements with affected insurers, and instruct the Chairman to sign the agreements, to extend optional group life insurance, optional group accidental death and dismemberment insurance, and COBRA health and dental insurance coverage to domestic partners and their child(ren) to the same extent and subject to the same terms and conditions as such coverage is otherwise extended to spouses and their child(ren), effective January 1, 2005. In addition, extend retiree health insurance to domestic partners and their eligible dependants and instruct the Chairman to sign the necessary agreement with LACERA. The accompanying agreements and ordinance also extend family leave and bereavement leave benefits to domestic partners.

Cafeteria Plan Enrollment

To implement these agreements, we recommend that the Board instruct the Director of Personnel to negotiate and the Chairman of the Board to sign a contract amendment with the Mellon Financial Corporation to provide additional recordkeeping services at a cost not to exceed \$60,000.

Errors and Omissions Authority

Section 6.02.030 of the County of the County Code enables the CAO with the advice of County Counsel, to issue administrative instructions that interpret ambiguous or complex provisions, correct defects, supply any omissions and reconcile any inconsistencies in the provisions of Title 6, Salaries and Salary Schedules. The provisions of Title 5, Benefits, are also complex and frequently require interpretation. Accordingly it is recommended that the Board delegate corresponding authority to the CAO to interpret Title 5 with the same safeguards that apply to Title 6.

Miscellaneous Provisions

Delete obsolete provisions of Title 6 of the County Code and change date of continuing provisions to provide continuing eligibility as provided in the accompanying ordinance.

Obsolete Classes

Delete the following obsolete classes from Title 6 of the County of Los Angeles Code:

Item No.	Title
2206	ASSISTANT HEAD, TRANSCRIBING SERVICES
2847	SPECIAL ASSISTANT, OFFICE OF PUBLIC SAFETY
4590	SENIOR HEALTH SERVICES PROGRAM ANALYST
5179	DIRECTOR, NURSE ANESTHETIST SCHOOL
7003	POWER EQUIPMENT PAINTER WORKING SUPERVISOR
8435	ASSISTANT CURATOR, MUSEUM OF ART
8503	ASSISTANT CONSERVATOR, MUSEUM OF ART
9996	JUDGE OF THE JUSTICE COURT, CATALINA (UC)

Optional Survivor Settlement Under LACERA

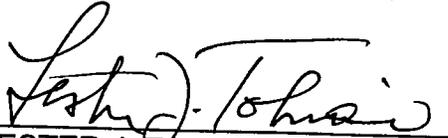
Sponsor or support legislation to modify the 1937 Retirement Act to provide that a retiree who elects a modified retirement allowance that provides for an increase in the amount payable upon the retiree's death to his/her surviving spouse/domestic partner and/or eligible dependent child(ren) ("survivor(s)") shall receive an actuarially determined reduction in his/her retirement allowance necessary to fund the difference between the survivor benefit resulting from the retiree's election and the "unmodified" survivor benefit to which the retiree's survivor(s) would otherwise be entitled.

ANALYSIS

This ordinance amends Title 5 - Personnel and Title 6 - Salaries, of the Los Angeles County Code relating to Fringe Benefits and Salary changes by:

- Deleting and restating Chapter 5.19, the Pension Savings Plan, in its entirety; amending portions of Chapter 5.23, the Deferred Earnings Plan, Chapter 5.26, the Savings Plan, Chapter 5.27, the Flexible Benefit Plan, Chapter 5.28, the Non-pensionable Flexible Benefit Plan, Chapter 5.33, the Choices Plan, Chapter 5.36, Group Insurance, Chapter 5.37, the Local 660 Cafeteria Program, Chapter 5.38, Long Term Disability and Survivor Benefit Plan, and Chapter 5.72, Clothing;
- Amending portions of Title 6 by extending the CAO's authority to interpret ambiguities, errors and omissions in Title 6, Salaries, to Title 5, Personnel, amending portions of Chapter 6.08, the Physicians Pay Plan, and the Management Appraisal and Performance Plan, Chapter 6.10, Special Case Rates, Chapter 6.20, Leaves of Absence, Chapter 6.21, Leave Donation Program, and Chapter 6.26, Salary Tables;
- Deleting and restating 6.28.050, Table of Classes of Positions with Salary Schedule and Level, in its entirety, amending 6.28.050-25, Notes to 6.28.050, adding 6.28.170, County Financial Crisis, and amending various Departmental Provisions relating to the Departments of the Board of Supervisors, Chief Administrative Officer, Health Services and Mental Health.

LLOYD W. PELLMAN
County Counsel

By: 
LESTER J. TOLNAI
Principal Deputy County Counsel
Management Services Division

ORDINANCE NO. _____

An ordinance amending Title 5 - Personnel and Title 6 - Salaries of the Los Angeles County Code, relating to Fringe Benefits and Salary Changes.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Chapter 5.19, County of Los Angeles Pension Savings Plan, is deleted in its entirety.

SECTION 2. Chapter 5.19, County of Los Angeles Pension Savings Plan, is added and restated to read as follows:

Chapter 5.19

County of Los Angeles Pension Savings Plan

5.19.001 Restatement. This Pension Savings Plan has been amended and restated effective January 1, 1999, to comply with and reflect certain changes made to the Code by the Small Business Job Protection Act of 1996, the Taxpayer Relief Act of 1997, the Economic Growth and Tax Relief Reconciliation Act of 2001 ("EGTRRA") and the Job Creation and Worker Assistance Act of 2002.

5.19.010 Purpose. This Pension Savings Plan is designed to provide for a retirement plan effective January 1, 1992 for certain employees of Los Angeles County who are not eligible to participate in the Los Angeles County Employees Retirement Association. The Plan is a benefit enhancement provided to employees in lieu of participation in the Social Security System.

While the County intends to continue the Plan, it reserves the right to terminate the Plan, in whole or in part, at any time subject to negotiations with employee representatives. Benefits under the Plan shall at all times be limited to those payable from a Participant's account to the extent funded by County contributions that have been made and credited to such account. Therefore, neither participation in the Plan

nor eligibility therefor shall entitle any employee to have the Plan or any of its provisions continued for his benefit in the future.

5.19.020 Definitions. The following terms when used herein with initial capital letters, unless the context clearly indicates otherwise, shall have the following respective meanings:

A. "Administrative Committee" means a committee consisting of: the Auditor-Controller, County Counsel, Treasurer and Tax Collector, and Chief Administrative Officer of the County, one member appointed by Local 660, Los Angeles County Employees' Association, SEIU, AFL-CIO (Local 660), and one member appointed by the Coalition of County Unions, AFL-CIO (Coalition). The Administrative Committee shall be the administrator of the Plan, and may delegate all or part of its powers, duties, and authority in such capacity (without ceasing to be the administrator of the Plan) as hereinafter provided. Administrative Committee members may designate named alternates that may serve in their absence; provided, however, not more than one such named alternate shall be designated for Local 660 and the Coalition, respectively.

B. "Agent" means any agent duly authorized to perform specified duties by its respective principal.

C. "Alternate Payee" means any spouse or former spouse of a Participant who is recognized under a CDRO as having a right to receive all, or a portion of, the benefits payable under the Plan with respect to such Participant.

D. "Basic Deferred Compensation Contribution" means an amount equal to 4.5 percent of a Participant's Compensation that is deducted from such Participant's wages by the County and credited to such Participant's Investment Account as a term and condition of the Participant's employment with the County.

E. "Beneficiary" means such person or persons as a Participant may designate to receive his interest under the Plan after his death. The designation may be made, and may be revoked or changed, only by a written instrument (in form acceptable to the Administrative Committee) signed by the Participant and filed with the Administrative Committee before his death. In the absence of a designation and at any

other time when there is no existing Beneficiary designated by the Participant, his Beneficiary shall be his spouse, if living 30 days after the date of this death, or, if not, his children (by blood or adoption) equally (with children of a deceased child to share equally the share of such deceased child). If a Beneficiary cannot be determined pursuant to the preceding sentence, the Beneficiary shall be the Participant's estate.

F. "Board" means the Los Angeles County Board of Supervisors.

G. "CAO" means the Chief Administrative Officer of the County appointed by the Board pursuant to the Los Angeles County Code.

H. "CDRO" means a "certified domestic relations order," which is a domestic relations order that the Administrative Committee has determined satisfies the requirements of a qualified domestic relations order, as defined in Code section 414(p)(1), and is consistent with the terms of this Plan.

I. "Code" means the Internal Revenue Code of 1986, as amended.

J. "Compensation" means the amount of an Employee's wages as defined for purposes of Section 3121 of the Code; provided that the amount of an Employee's wages taken into account under the Plan for any Plan Year (1) shall include any Deferred Compensation Contributions made on behalf of the Employee for such Plan Year, but (2) shall not exceed the contribution and benefit base determined under Section 230 of the Social Security Act for such Plan Year.

K. "County" means (i) the County of Los Angeles, (ii) any governmental entity of which the Board is the governing body, and (iii) any Trial Court Entity to the extent participation in the Plan by such Entity is authorized by State law or rules of court and provided such Entity has not elected not to participate in the Plan.

L. "Deferred Compensation Contribution" means a Participant's Basic Deferred Compensation Contribution and Supplemental Deferred Compensation Contribution, if any.

M. "Disability" means the complete and continuous inability and incapacity of the Participant to perform the duties of his or her position with the County.

N. "Discretionary Trustee" means a Trustee who, under the terms of the Trust Agreement, has the discretionary authority to invest the Plan assets in one or more Investment Funds.

O. "Effective Date" means January 1, 1992. The Restatement Effective Date is January 1, 1999, unless a provision expressly states otherwise. Certain provisions of this amendment and restatement, however, are effective before or after the effective date. Provisions which are effective prior to the Effective Date shall be deemed to amend the corresponding provisions of the Plan as amended and in effect before this restatement. Events occurring before the applicable effective date of any provisions of this restatement shall be governed by the applicable provisions of the Plan in effect on the date of the event. Certain provisions of this Plan as amended are intended as good faith compliance with the requirements of EGTRRA and are to be construed in accordance with EGTRRA and guidance issued thereunder.

P. "Eligible Earnings" means any compensation for service performed for the County which is currently includible in gross income under the Code. On or after January 1, 2003, Eligible Earnings shall have the same meaning as Includible Compensation.

Q. "Eligible Rollover Distribution" means any distribution made on or after January 1, 2002 of all or part of the balance to the credit of the Participant in an Eligible Retirement Plan other than: (i) any distribution which is one of a series of substantially equal periodic payments made not less frequently than annually for the life (or life expectancy) of a Participant or beneficiary or the joint lives (or joint life expectancies) of such individual and his designated beneficiary, or for a specified period of 10 years or more; (ii) any distribution to the extent such distribution is required by Code section 401(a)(9); (iii) any distribution which is made upon hardship or unforeseeable emergency of the employee; and (iv) any distribution which is (a) a return of elective deferrals described in Section 1.415-6(b)(6)(iv) of the Treasury Regulations which is returned due to the limitations under Code section 415, (b) a corrective distribution of excess contributions described in Section 1.401(k)-1(f)(4) of the Treasury Regulations,

excess deferrals described in Section 1.402(g)-1(e)(3) of the Treasury Regulations or excess aggregate contributions described in Section 1.401(m)-1(e)(3) of the Treasury Regulations, together with the income allocable thereto, (c) a loan treated as a distribution under Code section 72(p) and not excepted from such treatment under Code section 72(p)(2), (d) a deemed distribution of a loan in default, (e) a dividend on employer securities described in Code section 404(k), (f) the P.S. 58 cost of life insurance coverage, and (g) any other similar item designated by the Commissioner of Internal Revenue.

R. "Eligible Retirement Plan" means: (i) an individual retirement account under Code section 408(a); (ii) a "conduit" individual retirement account described in Code section 408(d)(3)(A)(ii); (iii) an individual retirement annuity under Code section 408(b); (iv) an annuity plan described in Code section 403(a); (v) a plan which is qualified under Code section 401(a); (vi) a tax-sheltered annuity contract under Code section 403(b); and (vii) an eligible deferred compensation plan under Code section 457(b) which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state.

S. "Employee" means an individual who has been determined by the County (regardless of any determination made by any other person or entity) to be a common law employee of the County for federal income and/or employment tax purposes. If it is determined that an individual was erroneously categorized as not being an Employee, he or she shall be treated as an Employee under the Plan only prospectively from the date of such determination.

T. "Entry Date" means the later of January 1, 1992 or the date on which an Employee satisfies the participation requirements of Section 5.19.030.

U. "Includible Compensation" means wages, within the meaning of Section 3401(a) of the Code (for purposes of income tax withholding) but determined without regard to any rules that limit the remuneration included in wages based on the nature or location of the employment or the services performed, paid to an Employee by the County for services performed for the County. Includible Compensation also includes (i)

any elective deferral (as defined in Code section 402(g)(3)), such as Tax Deferred Contributions under the County of Los Angeles Savings Plan, (ii) any amount which is contributed to a plan sponsored by the County at the election of the Employee and which is not includible in gross income under Code section 125, 132(f)(4) or 457, and (iii) any amount that is not available in cash to an Employee under the Choices, Options, Flexible Benefit Plans or Mega-Flex Plans (or a successor plan) because the Employee is unable to certify that the Employee has other health coverage. Any item of taxable income that is excluded from this definition of Includible Compensation may not be deferred in accordance with a Participant's Participation Agreement.

V. "Investment Account" means an account established by the Trustee for a Participant pursuant to Section 5.19.070, comprised of the Deferred Compensation Contributions and Matching Contributions made by the County on behalf of such Participant, and any gains or losses which result from investment of the account.

W. "Investment Fund" means any investment vehicle in which the Plan assets are invested. Any such Investment Fund shall be consistent with any limitations on forms of investment imposed under applicable State law.

X. "Investment Manager" means a person or entity appointed by the Administrative Committee or by the Trustee if, under the Trust Agreement, the Trustee is a Discretionary Trustee, who, with respect to an Investment Fund, has the discretion to determine which assets in such Fund shall be sold (or exchanged) and what investments shall be acquired for such Fund or a person or entity that provides investment services to an investment company registered under the Investment Company Act of 1940. Any Investment Manager must be either registered as an investment adviser under the Investment Advisers Act of 1940, a bank as defined thereunder or an insurance company qualified to manage, acquire or dispose of Plan assets under the laws of more than one state, provided, however, that this requirement shall not apply to the County Treasurer and, with respect to an Investment Fund that provides for investments in securities issued by an investment company registered under the Investment Company Act of 1940, the requirements of that act shall control.

Any Investment Manager shall accept such appointment in writing and shall constitute a fiduciary with respect to the investment of Plan assets held in the particular Investment Fund for which the appointment applies, unless such person would not be treated as investing assets of the Plan if the Plan was covered by the Employee Retirement Income Security Act of 1974, as amended.

Y. "LACERA" means the Los Angeles County Employees Retirement Association.

Z. "Matching Contribution" means an amount equal to three percent of a Participant's Compensation that is credited by the County to such Participant's Investment Account.

AA. "Normal Retirement Age" means age 70½, unless the Participant shall have designated an alternative normal retirement age. A Participant's Normal Retirement Age shall not be earlier than age 65, and shall not be later than age 70½. If a Participant uses the increased deferral limit set forth in Section 5.19.060 A.2, such Participant shall be deemed to have selected as his or her Normal Retirement Age the third Plan Year following the first Plan Year in which such increased limit is utilized or such earlier year as is necessary to comply with the limitations set forth above. Once a Participant has utilized the increased deferral limit to any extent, his or her Normal Retirement Age may not thereafter be changed for the purpose of utilizing the additional deferral limit provided under Section 5.19.060 A.2 of this Plan.

BB. "Participant" means an Employee (or former Employee) who has satisfied the eligibility requirements of Section 5.19.030 and who has not yet received a distribution of his entire Investment Account.

CC. "Plan" means the County of Los Angeles Pension Savings Plan, the terms and provisions of which are herein set forth, as the same may be amended, supplemented or restated from time to time.

DD. "Plan Administrator" means the Administrative Committee.

EE. "Plan Year" means the 12-month period beginning on January 1st and ending on the following December 31st, commencing in January, 1992.

FF. "Retirement" means a Participant's Separation from Employment on or after the attainment of age 50.

GG. "Separation from Employment" or "Separated from Employment" means any termination of a Participant's relationship with the County as an Employee, including termination due to death or Retirement.

HH. "Supplemental Deferred Compensation Contribution" means any amount of Compensation deferred by a Participant pursuant to Section 5.19.040 B.

II. "TPA" means a third-party administrator who has entered into a contract with the County to provide record-keeping services, employee communication services, claims administration services or other similar services. Alternatively, the County may act as the "TPA" to provide these services.

JJ. "Trial Court Act" means the Trial Court Employment Protection and Governance Act, California Government Code section 71600 et seq.

KK. "Trial Court Employee" means a "trial court employee," as defined under the Trial Court Act, who is an Employee and satisfies Section 5.19.030 for purposes of becoming a Participant in the Plan.

LL. "Trial Court Entity" means each Los Angeles County Municipal Court, Los Angeles County Superior Court, and each unified, successor trial court entity (or portion thereof) established in the County of Los Angeles pursuant to California Government Code section 70200 et seq.

MM. "Trust Agreement" means the agreement(s) executed by the County and a Trustee which establishes either a trust fund or custodial account to provide for the investment, reinvestment, administration and distribution of contributions made under the Plan and the earnings thereon, as amended from time to time.

NN. "Trust Fund" means the assets of the Plan held by the Trustee pursuant to the Trust Agreement.

OO. "Trustee" means the one or more persons or entities who have entered into a Trust Agreement as a trustee or custodian, and any duly appointed successor. For these purposes, the custodian of any custodial account created for the purposes of

holding Plan assets must be a bank, as described in Code section 408(n), or a person who meets the nonbank trustee requirements of paragraphs (2) through (6) of Section 1.408-2(e) of the Income Tax Regulations relating to the use of nonbank trustees. To the extent consistent with applicable law, the County Treasurer may serve as the Trustee. The Trustee may be a Discretionary Trustee.

PP. "Valuation Date" means the date with respect to which the value of the assets comprising the Trust Fund or any portion thereof is determined. Unless otherwise determined by the Administrative Committee, a Valuation Date occurs on the last business day of each month.

Unless the context otherwise indicates, the masculine wherever used shall include the feminine and neuter, and the singular shall include the plural.

5.19.030 Commencement of Participation. An Employee shall become a Participant in the Plan on the Entry Date coincident with or next following any date on which he becomes a member of a group or class of Employees that (1) is ineligible to participate in LACERA or the Judges Retirement Law, and (2) would, disregarding participation in this Plan, be treated as receiving "wages" for "employment" as those terms are defined in Code section 3121. An Employee shall cease to be a Participant for purposes of Sections 5.19.040 and 5.19.050 upon (1) his Separation from Employment, (2) the commencement of his participation in LACERA or the Judges Retirement Law, or (3) becoming a member of a group or class of Employees that, disregarding participation in this Plan, would not be treated as receiving "wages" for "employment" as those terms are defined in Code section 3121. An Employee shall cease to be a Participant for all other purposes upon the distribution of his entire interest in his Investment Account.

5.19.040 Deferred Compensation Contributions.

A. Basic Deferred Compensation Contribution. Subject to the limitations of Section 5.19.060, as a term and condition of employment, each Employee who becomes a Participant shall agree to defer 4.5 percent of his Compensation for a Plan Year, and the County shall agree to credit such deferred Compensation to the

Participant's Investment Account as a Deferred Compensation Contribution for such Plan Year. Such agreement shall only apply with respect to Compensation earned by the Employee for services rendered to the County on or after the date on which he becomes a Participant and during subsequent calendar months.

B. **Supplemental Deferred Compensation Contributions.** Effective as of January 1, 1992, and subject to the limitations of Section 5.19.060, a Participant may enter into an agreement with the County (on a form provided by the County or its Agent) to defer irrevocably a portion of his Compensation in addition to the amounts deferred under Section 5.19.040 A. Such an agreement (1) shall only apply with respect to Compensation earned by the Participant for services rendered to the County on or after the first day of the calendar month following the execution of the agreement, and (2) shall remain in effect for a minimum of one calendar month. The agreement shall thereafter be effective until the Participant (1) ceases to be a Participant for purposes of this Section 5.19.040 B, or (2) modifies or revokes such agreement as of the first day of any calendar month by written notice delivered to the County or its Agent at least 20 days before the first day of each month.

5.19.050 Matching Contributions. Subject to the limitations of Section 5.19.060, the County shall agree to credit to the Investment Account of each Participant as a Matching Contribution for a Plan Year an amount equal to three percent of such Participant's Compensation for the Plan Year.

5.19.060 Limits on Amounts Deferred.

A. **Annual Limitations on Deferred Compensation Contributions.**

1. For calendar years beginning on or after January 1, 2004, the amount deferred by a Participant under the Plan for any Plan Year shall not exceed a ceiling which shall be the lesser of (1) the Dollar Limit, as defined in this section, or (2) 100 percent of the Participant's Includible Compensation, provided that the cumulative amount deferred shall not exceed 100 percent of the Participant's cumulative Includible Compensation for the current Plan Year. The "Dollar Limit" means the "applicable dollar limit" as defined in Code section 457(e)(15) or a successor provision. For Plan Years

beginning on or after January 1, 2007, the Dollar Limit shall be adjusted for the calendar year to reflect increases in cost-of-living in accordance with Code sections 457(e)(15) and 415(d).

2. The maximum amount under this subsection A that may be deferred in any of the last three Plan Years ending before the Plan Year in which the Participant attains Normal Retirement Age may be increased to the lesser of (1) twice the Dollar Limit in effect for such Plan Year, or (2) the sum of the Plan ceiling for the Plan Year determined under subsection A.1 *plus* the Plan ceiling for any prior taxable years (determined under the applicable Code section 457(b)(2) limits and coordination requirements) in which the Participant was eligible to participate in the Plan, *less* the amount of Deferred Compensation Contributions made to the Plan for such prior taxable years.

3. For purposes of this Section 5.19.060, amounts deferred under the Plan include all Deferred Compensation Contributions for such Plan Year plus all Matching Contributions for such Plan Year.

B. In any Plan Year in which the Participant participates in more than one "eligible deferred compensation plan," within the meaning of Code section 457(b), maintained by any "eligible employer," within the meaning of Code section 457(e)(1), the limitations on Deferred Compensation Contributions under subsection A shall apply to a Participant's aggregate annual amounts deferred under all such eligible deferred compensation plans in accordance with the individual limitation under Code section 457(c). For purposes of applying the individual limitation under Code section 457(c), the Plan limitation set forth in subsection A.2 (special Code section 457 contribution for the three Plan Years prior to the Participant's Normal Retirement Age) shall be taken into account only to the extent that a Deferred Compensation Contribution is made for a Participant under the Plan as a result of such Plan limitation.

C. In any Plan Year in which the Participant participates in more than one "eligible deferred compensation plan," within the meaning of Code section 457(b), maintained by the County, the limitations on Deferred Compensation Contributions

(including Matching Contributions) as determined under subsections A.1 and A.2 shall apply to a Participant's aggregate annual amounts deferred under all such eligible deferred compensation plans.

1. Amounts deferred under the Plan in excess of the maximum amounts determined under subsection A shall be distributed to the Participant, with allocable net income, as soon as administratively practical after the amount of the excess deferral is determined. With respect to excess deferrals that are attributable to Deferred Compensation Contributions, the excess deferrals shall be includible in gross income of the Participant in the taxable year in which the amounts were deferred under the Plan. With respect to excess deferrals that are attributable to Matching Contributions, the excess deferrals shall be includible in gross income of the Participant in the taxable year in which the contributions are made to the Plan.

2. Excess deferrals will be distributed from contributions that, pursuant to this provision, are treated as having been made to the Plan last. To the extent administratively practical, in any taxable year in which it is determined that excess deferrals are made to the Plan, the Plan will treat the contributions to the Plan as being made in the following order: first, Matching Contributions that were made to the Plan in the taxable year that excess deferrals are made; second, Basic Deferred Compensation Contributions; and, third, Supplemental Deferred Compensation Contributions.

5.19.070 Participants' Investment Accounts; Vesting. The Trustee shall maintain an Investment Account for each Participant. The Investment Account of each Participant shall be credited with earnings thereon, if any, and shall be credited or debited, as the case may be, with the net amount of any gains or losses which may result from the investment of the Investment Account in the Investment Fund. The County, the Administrative Committee and the Trustee shall not be liable for any losses on any investment credited to any Investment Account. The interest of each Participant in the Basic Deferred Compensation Contributions, Supplemental Deferred Compensation Contributions, and Matching Contributions, and any earnings thereon,

credited to his Investment Account will be 100 percent vested and nonforfeitable at all times.

5.19.080 Investment of the Trust Fund.

A. Trust Fund. Notwithstanding any contrary provision of the Plan, in accordance with Section 457(g) of the Code, all contributions to the Plan, all property and rights purchased with such amounts, and all income attributable to such amounts, property or rights shall be held in trust and/or in one or more custodial accounts for the exclusive benefit of Participants and Beneficiaries under the Plan. Any trust under the Plan shall be established pursuant to a written agreement that constitutes a valid trust under the law of the State of California, and any custodian of a custodial account under the Plan shall be a bank, as described in Code section 408(n), or a person who meets the nonbank trustee requirements of Paragraphs (2) through (6) of Section 1.408-2(e) of the Income Tax Regulations relating to the use of nonbank trustees.

B. Investment of Trust Assets. If the Trustee is a Discretionary Trustee, it shall invest the assets of the Trust Fund in one or more Investment Funds as it may determine in its discretion. If the Trustee is not a Discretionary Trustee, it shall invest the assets of the Trust Fund as instructed by the Administrative Committee or its Agent in one or more Investment Funds as the Administrative Committee or its Agent in its discretion may determine.

5.19.090 Trust Fund Allocation and Valuation.

A. Allocation.

1. Contributions made to the Plan on behalf of a Participant shall be deposited and credited to the Participant's Investment Account by no later than the 15th business day of the month following the month in which the Participant's Deferred Compensation Contributions otherwise would have been payable to such Participant in cash.

2. If the Trustee is not a Discretionary Trustee, the assets credited to each Participant's Investment Account shall be allocated among the Investment Funds in accordance with the investment option or options chosen by the Administrative

Committee effective no later than the first business day following the date on which the Trustee or its Agent has received appropriate instructions, or such later date as is commercially reasonable under the circumstances, unless otherwise provided by the Administrative Committee.

3. As of each Valuation Date, the net gain or loss of each Investment Fund, determined in accordance with Section 5.19.090 B below, shall be allocated by the Trustee or its Agent to the Investment Accounts of Participants in such Investment Funds in proportion to the amounts of such Investment Accounts invested in such Investment Fund on such Valuation Date, exclusive of amounts to be credited but including amounts (other than the net loss, if any, determined pursuant to Section 5.19.090 B) to be debited to such Investment Accounts as of such Valuation Date.

B. Valuation.

1. As of the close of business each Valuation Date, the Administrative Committee, its Agent or the Trustee, if it is a Discretionary Trustee, shall determine or cause to be determined the value of each Investment Fund. The Administrative Committee, its Agent or such Discretionary Trustee may rely on net asset value calculations, book values and other data with respect to the value of Plan assets held in the Investment Funds furnished to it by the Investment Managers, the County Treasurer, custodians or other entities authorized to provide valuation data. If the Trustee is not a Discretionary Trustee responsible for valuation, the Administrative Committee or its Agent shall communicate such valuation to the Trustee.

2. Each such valuation shall be made on the basis of the net gain or loss to each such Investment Fund between the current Valuation Date and the last preceding Valuation Date. The net gain or loss of an Investment Fund shall include realized and unrealized earnings, interest income, dividends actually paid and other income of such Fund during such period, and shall be reduced by expenses paid, if any, that are to be charged to such Investment Fund in accordance with the terms of the Plan and the Trust Agreement. The transfer of funds to or from an Investment Fund, the allocation of Deferred Compensation Contributions, Supplemental Deferred

Compensation Contributions and Matching Contributions, and payments, distributions and withdrawals from an Investment Fund to provide benefits under the Plan for Participants or Beneficiaries shall not be deemed to be income, expenses or losses of the Investment Fund. A similar valuation shall be made at any other time the Administrative Committee or its Agent deems it appropriate to make such a valuation.

3. Notwithstanding the foregoing, the Administrative Committee or its Agent may, in accordance with applicable requirements of the Code and California law, (a) adopt, or instruct a Discretionary Trustee to adopt, such accounting procedures as the Administrative Committee or its Agent considers appropriate, reasonable and equitable to establish a proportionate crediting of net gain or loss of an Investment Fund and of Contributions made to an Investment Fund as of each Valuation Date, and (b) adopt, or instruct a Discretionary Trustee to adopt, such other valuation procedures as the Administrative Committee or its Agent considers appropriate, reasonable and equitable to determine the value of the Investment Funds. The reasonable and equitable decision of the Administrative Committee or a Discretionary Trustee, as applicable, as to the value of each Investment Fund as of each Valuation Date shall be conclusive and binding upon all Participants and Beneficiaries having any interest, direct or indirect, in such Investment Fund.

C. No Guarantee Against Loss. The County, the Administrative Committee and the Trustee do not guarantee in any manner the Investment Funds or any part thereof against loss or depreciation. All persons having an interest in the Investment Funds shall look solely to such Funds for payment with respect to such interest.

5.19.100 Benefit Distributions.

A. Distributions in General. The Trustee shall distribute benefits under the Plan to a Participant or his Beneficiary only upon the Participant's Separation from Employment, Retirement, or death. In the event that a Participant Separates from Employment or retires and neither elects to defer the distribution of his benefits as provided under subsections B or C, nor directs the Plan to transfer the distribution to another plan pursuant to Section 5.19.140, the Participant's benefits shall be distributed

in a single cash payment pursuant to either subsection B or C of this section, as appropriate. Notwithstanding any provisions of this section to the contrary, the commencement and duration of any form of benefit payment shall be in accordance with Code section 401(a)(9), regulations thereunder and Section 5.19.100 E of this Plan.

B. Separation from Employment. If a Participant incurs a Separation from Employment prior to his attainment of age 50, the vested amount credited to his Investment Account shall become payable to the Participant or his Beneficiary on the date 60 days after the Participant incurs such Separation from Employment and shall be distributed in a single cash payment as soon as administratively feasible on or after such date; provided, however, that a Participant may instead elect, on a form provided by the Administrative Committee or its Agent: (1) to defer the distribution of such amount for up to 24 months pending rehire, or (2) if such amounts exceeds \$5,000.00, to defer distribution of such amount until his attainment of age 50, or a higher age not to exceed age 70½. The election form shall be filed with the Administrative Committee or its Agent on or before the earlier of the 30th day after the Participant incurs a Separation from Employment. The electing Participant or Beneficiary shall also furnish such other information as the County or its Agent may require.

C. Retirement.

1. If a Participant Separates from Employment with the County due to Retirement, the amount credited to his Investment Account shall become payable to the Participant or his Beneficiary on the date 60 days after the Participant incurs such Separation from Employment and shall be distributed in a single cash payment as soon as administratively feasible on or after such date; provided, however, that the Participant or his Beneficiary may instead irrevocably elect, on a form provided by the County or its Agent, to delay the distribution of such amount to a later date and/or to receive such amount in the form of (1) substantially equal monthly, quarterly, semi-annual or annual installment payments over a period not to exceed twenty years, or (2) consecutive, nonincreasing monthly payments for the life of the Participant or for the

lives of the Participant and his or her designated Beneficiary and the last survivor of them. The election form shall be filed with the County or its Agent on or before the 30th day after the Participant incurs a Separation from Employment. The electing Participant or Beneficiary also shall furnish such other information as the County or its Agent may require.

2. The Participant or the Beneficiary, as the case may be, may only elect a form of benefit payment prior to the commencement of any distribution under the Plan. Finally, upon the death of a Beneficiary, any amount to which such Beneficiary would be entitled but for the Beneficiary's death shall be paid to the Beneficiary's estate. Notwithstanding any of the foregoing, in the event that the distributable balance of a Participant's Investment Account does not exceed \$5,000.00, and no further amounts may be deferred by such Participant under the Plan, the Trustee shall distribute such Participant's vested balance in a single cash payment.

D. Death.

1. Before Separation from Employment. In the event of the death of the Participant while he is an Employee, the County shall distribute the entire balance of his Investment Account to his Beneficiary in accordance with Section 5.19.100 C. Subject to the limitations of Section 5.19.100 E, such distribution shall commence not later than the last day of the Plan Year in which the deceased Participant would have attained age 70½ unless payment of benefits has already commenced, in which event such payments shall be continued in accordance with the method of payment previously selected by the Participant.

2. Following Separation from Employment. In the event of the death of a Participant following his Separation from Employment, the County shall distribute the balance, if any, of his Investment Account to his Beneficiary in accordance with Section 5.19.100 C. Subject to the limitations of Section 5.19.100 E, such distribution shall commence not later than the last day of the Plan Year in which the deceased Participant would have attained age 70½ unless payment of benefits has already

commenced, in which event such payments shall be continued in accordance with the method of payment previously selected by the Participant.

E. Code Section 401(a)(9) Minimum Distribution Requirements. The provisions of this subsection E of Section 5.19.100 will apply for the purposes of determining required minimum distributions for Distribution Calendar Years beginning with the 2003 calendar year. The requirements of this subsection E will take precedence over any inconsistent provisions of the Plan.

1. Definitions. For the purposes of this subsection E, the following terms, when used with initial capital letters, shall have the following respective meanings:

a. "Designated Beneficiary": The person who is designated as the Beneficiary as defined in Section 5.19.020 E and is the designated beneficiary under Code section 401(a)(9) and Section 1.401(a)(9)-4 of the Treasury Regulations.

b. "Distribution Calendar Year": A calendar year for which a minimum distribution is required. For distributions beginning before the Participant's death, the first Distribution Calendar Year is the calendar year immediately preceding the calendar year which contains the Participant's Required Beginning Date. For distributions beginning after the Participant's death, the first Distribution Calendar Year is the calendar year in which distributions are required to begin under subsection E.3.b. The required minimum distribution for the Participant's first Distribution Calendar Year will be made on or before the Participant's Required Beginning Date. The required minimum distribution for other Distribution Calendar Years, including the required minimum distribution for the Distribution Calendar Year in which the Member's Required Beginning Date occurs, will be made on or before December 31 of that Distribution Calendar Year.

c. "Life Expectancy": Life expectancy as computed by use of the Single Life Table in Section 1.401(a)(9)-9 of the Treasury Regulations.

d. "Participant's Account Balance": The Investment Account balance as of the last Valuation Date in the calendar year immediately preceding the

Distribution Calendar Year (the "Valuation Calendar Year") increased by the amount of any contributions made and allocated or forfeitures allocated to the Investment Account balance as of dates in the Valuation Calendar Year after the Valuation Date and decreased by distributions made in the Valuation Calendar Year after the Valuation Date. The Investment Account balance for the Valuation Calendar Year includes any amounts rolled over or transferred to the Plan either in the Valuation Calendar Year or in the Distribution Calendar Year if distributed or transferred in the Valuation Calendar Year.

e. "Required Beginning Date": The applicable date specified in subsection E.3 below.

2. General Rules. Notwithstanding any provision of the Plan to the contrary, all distributions required under this Section 5.19.100 will be determined and made in accordance with the Treasury Regulations under Code section 401(a)(9). The only permissible distribution options under this Plan are a lump sum distribution, substantially equal monthly, quarterly, semi-annual or annual installments not extending over more than twenty years, consecutive periodic payments for the life of the Participant or for the lives of the Participant and his or her designated Beneficiary and the last survivor of them, as permitted in subsection B or C, or minimum monthly distributions calculated in accordance with the rules provided in this subsection E.

3. Time of Distribution.

a. The Participant's entire interest will be distributed, or begin to be distributed no later than the Participant's Required Beginning Date. Except as described in subsection 3.b below, the Required Beginning Date of any Participant shall be the April 1 of the calendar year following the later of (1) the calendar year he terminates employment or (2) the calendar year he attains age 70½.

b. If the Participant dies before distributions begin, the Participant's entire interest will be distributed, or begin to be distributed, no later than as follows:

(1) If the Participant's surviving spouse is the Participant's sole Designated Beneficiary, then, unless the election described in subsection 3.d below is made, distributions to the surviving spouse will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died, or by December 31 of the calendar year in which the Participant would have attained age 70½, if later.

(2) If the Participant's surviving spouse is not the Participant's sole Designated Beneficiary, then, unless the election described in subsection 3.d below is made, distributions to the Designated Beneficiary will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died.

(3) If there is no Designated Beneficiary as of September 30 of the year following the year of the Participant's death, the Participant's entire interest will be distributed by December 31 of the calendar year containing the fifth anniversary of the Participant's death.

(4) If the Participant's surviving spouse is the Participant's sole Designated Beneficiary and the surviving spouse dies after the Participant but before distributions to the surviving spouse begin, this subsection 3.b, other than subsection 3.b.(1), will apply as if the surviving spouse were the Participant.

c. For purposes of this subsection E, unless subsection 3.b.(4) applies, distributions are considered to begin on the Participant's Required Beginning Date. If subsection 3.b.(4) applies, distributions are considered to begin on the date distributions are required to begin to the surviving spouse under subsection 3.b.(1). If distributions under an annuity purchased from an insurance company irrevocably commence to the Participant before the Participant's Required Beginning Date (or to the Participant's surviving spouse before the date distributions are required to begin to the surviving spouse under subsection 3.b.(4)), the date distributions are considered to begin is the date distributions actually commence.

d. Notwithstanding the foregoing, if a Participant dies before distributions begin and there is a Designated Beneficiary, distribution to the Designated Beneficiary is not required to begin by the Required Beginning Date specified above if the Participant or the Beneficiary elects, on an individual basis, that the Participant's entire interest will be distributed to the Designated Beneficiary by December 31 of the calendar year containing the fifth anniversary of the Participant's death; provided, however, that if the Participant's surviving spouse is the Participant's sole Designated Beneficiary and the surviving spouse dies after the Participant but before distributions to either the Participant or the surviving spouse begin, this election will apply as if the surviving spouse were the Participant. The election provided in this subsection 3.d must be made no later than the earlier of September 30 of the calendar year in which distribution would be required to begin, or by September 30 of the calendar year which contains the fifth anniversary of the Participant's (or, if applicable, surviving spouse's) death.

4. Required Minimum Distributions During Participant's Lifetime.

a. During the Participant's lifetime, the minimum amount that will be distributed for each Distribution Calendar Year is the lesser of:

- (1) the quotient obtained by dividing the Participant's Account Balance by the distribution period in the Uniform Lifetime Table set forth in Section 1.401(a)(9)-9 of the Treasury Regulations, using the Participant's age as of the Participant's birthday in the Distribution Calendar Year; or
- (2) if the Participant's sole Designated Beneficiary for the Distribution Calendar Year is the Participant's spouse and the spouse is more than 10 years younger than the Participant, the quotient obtained by dividing the Participant's Account Balance by the number in the Joint and Last Survivor Table set forth in Section 1.401(a)(9)-9 of the Treasury Regulations, using the Participant's and spouse's attained ages as of the Participant's and spouse's birthdays in the Distribution Calendar Year.

b. Required minimum distributions will be determined under this subsection E.4 beginning with the first Distribution Calendar Year and up to and including the Distribution Calendar Year that includes the Participant's date of death.

c. If the Participant's interest is distributed in the form of an annuity purchased from an insurance company, distributions thereunder will be made in accordance with the requirements of Code section 401(a)(9) and the Treasury Regulations.

5. Required Minimum Distributions if Participant Dies After Distributions Begin.

a. Participant Survived by Designated Beneficiary. If the Participant dies on or after the date distributions begin and there is a Designated Beneficiary, the minimum amount that will be distributed for each Distribution Calendar Year after the year of the Participant's death is the quotient obtained by dividing the Participant's Account Balance by the longer of the remaining Life Expectancy of the Participant or the remaining Life Expectancy of the Participant's Designated Beneficiary, determined as follows:

(1) the Participant's remaining Life Expectancy is calculated using the age of the Participant in the year of death, reduced by one for each subsequent year.

(2) if the Participant's surviving spouse is the Participant's sole Designated Beneficiary, the remaining Life Expectancy of the surviving spouse is calculated for each Distribution Calendar Year after the year of the Participant's death using the surviving spouse's age as of the spouse's birthday in that year. For Distribution Calendar Years after the year of the surviving spouse's death, the remaining Life Expectancy of the surviving spouse is calculated using the age of the surviving spouse as of the spouse's birthday in the calendar year of the spouse's death, reduced by one for each subsequent calendar year.

(3) if the Participant's surviving spouse is not the Participant's sole Designated Beneficiary, the Designated Beneficiary's remaining Life

Expectancy is calculated using the age of the Beneficiary in the year following the year of the Participant's death, reduced by one for each subsequent year.

b. No Designated Beneficiary. If the Participant dies on or after the date distributions begin and there is no Designated Beneficiary (for example, if pursuant to the Plan, the Beneficiary is the Participant's estate) as of September 30 of the year after the year of the Participant's death, the minimum amount that will be distributed for each Distribution Calendar Year after the year of the Participant's death is the quotient obtained by dividing the Participant's Account Balance by the Participant's remaining Life Expectancy calculated using the age of the Participant in the year of death, reduced by one for each subsequent year.

c. If the Participant's interest is distributed in the form of an annuity purchased from an insurance company, distributions thereunder will be made in accordance with the requirements of Code section 401(a)(9) and the Treasury Regulations.

6. Death Before Date Distributions Begin:

a. If the Participant dies before the date distributions begin and there is a Designated Beneficiary, then, unless the election described in subsection E.3.d above is made, the minimum amount that will be distributed for each Distribution Calendar Year after the year of the Participant's death is the quotient obtained by dividing the Participant's Account Balance by the remaining Life Expectancy of the Participant's Designated Beneficiary, determined as provided in subsection E.5.a above.

b. If the Participant dies before the date distributions begin and there is no Designated Beneficiary as of September 30 of the year following the year of the Participant's death, distribution of the Participant's entire interest will be completed by December 31 of the calendar year containing the fifth anniversary of the Participant's death.

c. If the Participant dies before the date distributions begin, the Participant's surviving spouse is the Participant's sole Designated Beneficiary, and the surviving spouse dies before distributions are required to begin to the surviving spouse

under subsection 3.b.(1), this subsection E will apply as if the surviving spouse were the Participant.

d. If the Participant's interest is distributed in the form of an annuity purchased from an insurance company, distributions thereunder will be made in accordance with the requirements of Code section 401(a)(9) and the related Treasury Regulations.

F. Lost Participants. If the Participant or his Beneficiary cannot be located within four years of the date the Participant's interest under the Plan is first payable, the entire balance in his Investment Account shall be forfeited; provided, however, that the amount so forfeited shall be reinstated as of the date of the subsequent filing of an application for benefits under the Plan, and payment of such benefits shall commence no later than 60 days after such application is filed.

G. Application of Forfeitures. The Amount of Participant's Investment Account which is forfeited for a Plan Year in accordance with Section 5.19.100 F shall be placed in a suspense account and applied as soon as possible to restore the accounts of lost Participants who have filed an application for benefits, if any.

5.19.110 Administration of the Plan.

A. Responsibility for Administration. The Administrative Committee shall be responsible for the administration of the Plan, including but not limited to the preparation and delivery to the Board, Participants, Beneficiaries and governmental agencies of all information, descriptions and reports required by applicable law, except to the extent responsibility for administration of the Plan is expressly assigned to another person under the terms of the Plan or the Trust Agreement. Each other fiduciary shall have such powers, duties and authorities as shall be specified in the Plan or Trust Agreement.

B. Administrative Committee Procedure.

1. The chairman of the Administrative Committee shall be the Chief Administrative Officer of the County. The chairman of the Administrative Committee shall select a secretary and may select such other officers as are needed from time to

time. The members of the Administrative Committee or their designated representatives may authorize one or more of their number or any Agent or County Employee to carry out action that may be taken by the Administrative Committee.

2. The Administrative Committee shall hold meetings at least quarterly or more often at the call of the chairman. A majority of the members of the Administrative Committee shall constitute a quorum and all action taken by the Administrative Committee shall be by majority vote at a meeting at which a quorum is present. The Administrative Committee shall maintain written minutes of its meetings.

C. Authority.

1. The Administrative Committee shall interpret where necessary the provisions of the Plan and determine the rights and benefits of Participants and other persons under the Plan. The Administrative Committee also may modify any notice period required by the Plan or designate any County officer to serve as the recipient of any form or notice that has to be filed under the Plan. The Administrative Committee, in case of disputes, may make findings of fact with respect to any matter arising in connection with the administration of the Plan. Subject to the provisions of subsection D of this Section 5.19.110, such determinations and findings shall be final and conclusive, to the extent permitted by law, as to all interested persons for all purposes of the Plan. Unless the Trustee is a Discretionary Trustee with the power to appoint Investment Managers and enter into investment arrangements, the Administrative Committee may contract with one or more Investment Managers, or enter into one or more investment arrangements, with respect to the Investment Funds. The Administrative Committee shall instruct the Trustee as to the benefits to be paid hereunder and shall furnish the Trustee with any further information reasonably required by it for the purpose of distributing such benefits and making investments in or withdrawals from one or more of the Investment Funds. The Administrative Committee shall also have the authority to contract with one or more private firms for services related to the Plan, consistent with Section 44.7 of the Los Angeles County Charter,

Chapter 2.121 of the County Code, State and County contracting policies and Chapter 7 of Title 9 of the California Government Code (Section 87000, et seq.).

2. The Administrative Committee may assign additional duties and responsibilities to its members, and, with the exception of those duties expressly reserved to the County under subsection C.11 below, may from time to time reassign any of the duties and responsibilities set forth in this Section 5.19.110 C as it deems appropriate.

3. The County, as Plan sponsor, shall be responsible for contracting with the Trustee(s) and the TPA.

4. Unless there is a Discretionary Trustee, the County Treasurer is responsible for recommending to the Administrative Committee contracts for the guaranteed investment contracts or bank deposit funds that comprise the fixed income Investment Funds, and for administering all investment contracts.

5. The CAO shall be responsible for recommendations to the Board on all matters involving the appointment or removal of the Trustee, the County budget, Employee relations and County policy relating to the Plan. The CAO also shall be responsible for the purchase of liability and fiduciary insurance and the administration of the Trust Agreement.

6. The Director of Human Resources for the County shall be responsible for all Participant contact and services associated with the Plan, recommendations to the Administrative Committee concerning Plan operations and for the conduct of certain business operations on the Administrative Committee's behalf, including the review of Plan expenses to determine that they do not exceed approved limits and the administration of the TPA contracts.

7. The County Counsel shall provide, or contract for, all legal advice or representation required by the Administrative Committee and/or the County and its officers and employees in connection with their administration of the Plan.

8. The County Auditor-Controller shall be responsible for recommending a Plan auditor, administering auditor contracts, writing the specifications

for Plan audits, supervising Plan audits, processing of payroll deferrals and County contributions, maintaining appropriate County accounting records, transferring of funds and account allocation information to the TPA, Trustees or Investment Managers, and periodic reviews of the financial integrity of the Plan.

9. Each of the above County officers may discharge any duty required by this section through any designated deputy or assistant or contractor.

10. The Trustee has those duties set forth in the Trust Agreement.

11. The County expressly reserves to itself the duties set forth in subsection 3, the first sentence of subsection 5 and subsections 7 and 8 of this Section 5.19.110 C.

D. **Revocability of Action.** Any action taken by the Administrative Committee with respect to the rights or benefits under the Plan of any Participant or Beneficiary shall be revocable by the Administrative Committee as to payments, distributions or deliveries not theretofore made hereunder pursuant to such action. Appropriate adjustments may be made in future payments or distributions to a Participant or Beneficiary to offset any excess payment or underpayment theretofore made hereunder to such Participant or Beneficiary.

E. **Employment of Assistance.** The Administrative Committee may employ such expert communication and enrollment, auditing, investment, or other assistance as it deems necessary or advisable for the proper administration of the Plan and Investment Funds.

F. **Uniform Administration of Plan.** All action taken by the Administrative Committee under the Plan shall treat all persons similarly situated in a uniform and consistent manner.

G. **Expense Charges to Plan.**

1. With the approval of the Board, expenses incurred as a result of County employees performing the functions defined in this Section 5.19.110 may be charged through the Trustee or reimbursed from Plan earnings and paid to the County.

The annual charges shall not exceed the amount approved by the Board of Supervisors in the County budget, and will only include direct, additional County costs.

2. Expenses incurred as a result of contractors performing the Plan functions described in this Section 5.19.110, third-party administrator and Trustee fees, and the cost of fiduciary and liability insurance, are limited by the contract or contracts approved by the Administrative Committee or the Board, and may be charged through the Trustee or reimbursed from Plan earnings and paid to the County.

5.19.120 Fiduciary Responsibility.

A. Responsibilities Generally. The Plan fiduciaries shall have only such powers, duties, responsibilities and authorities as are specified in the Plan or the Trust Agreement. The Board has the responsibility for appointing, employing or removing any Plan Trustee and the Board Appointee to the Administrative Committee, for approving certain expenses charged to the Plan in accordance with Section 5.19.110 G, and for other duties as set forth in the Plan. The Administrative Committee, as Plan Administrator, is a Plan fiduciary with the responsibility and discretionary authority for interpreting the terms of the Plan, for administering the Plan in accordance with its terms, for appointing or removing any Investment Manager and entering into investment arrangements with respect to the Investment Funds (unless a Directed Trustee has the responsibility and discretionary authority to appoint and remove Investment Managers and enter into investment arrangements), for incurring or approving certain expenses and charging them to the Plan in accordance with Section 5.19.110 G, and for other duties as set forth in the Plan. The Administrative Committee and all other persons with discretionary control respecting the operation, administration, control or management of the Plan or the Trust Fund: (1) will perform their duties under the Plan and the Trust Agreement for the exclusive benefit, and solely in the interest, of Participants and their Beneficiaries; (2) shall be governed by, and adhere to, Chapter 7 of Title 9 of the California Government Code (Section 87000, et seq.), including but not limited to the disclosure and disqualification requirements and the limitations on gifts and honorariums set forth therein; and (3) shall act in accordance with the Uniform Prudent

Investor Act and the other provisions of California Trust Law. Provisions (2) and (3) in the previous sentence shall not apply to a Plan fiduciary to the extent such provisions conflict with, or another standard of fiduciary conduct is expressly provided in, the terms of the applicable Trust Agreement, TPA contract or Investment Manager contract negotiated with such fiduciary.

B. Immunities. Except as otherwise provided by the Trust Agreement:

1. No fiduciary shall be liable for any action taken or not taken with respect to the Plan or the Trust Agreement except for his or her own negligence or willful misconduct except as otherwise provided in subsection 2 of this Section 5.19.120 B;

2. A fiduciary shall be liable for a breach of duty committed by another fiduciary (a "co-fiduciary") only under the following circumstances: (a) where the fiduciary participates in the breach of duty committed by a co-fiduciary, (b) where the fiduciary improperly delegates its duties to a co-fiduciary, (c) where the fiduciary approves, knowingly acquiesces in, or conceals a breach of duty committed by a co-fiduciary, (d) where the fiduciary negligently enables a co-fiduciary to commit a breach of duty, or (e) where the fiduciary fails to take reasonable steps to compel a co-fiduciary to redress a breach of duty if the fiduciary knows of, or has information from which he or she reasonably should have known of, the breach of duty;

3. The County and each officer and Employee thereof, the Administrative Committee and each member thereof, and any other person to whom the County or Administrative Committee delegates (or the Plan or Trust Agreement assigns) any duty with respect to the Plan or the Trust Agreement, may rely and shall be fully protected in acting in good faith upon the advice of counsel, who may be counsel for the County, upon the records of the County, upon the opinion, certificate, valuation, report, recommendation, or determination of the third-party administrator, the Trustee, and Investment Manager, the County Treasurer or of the County Auditor-Controller, or upon any certificate, statement or other representation made by or any information furnished

by an Employee, a Participant, a Beneficiary or the Trustee concerning any fact required to be determined under any of the provisions of the Plan;

4. If any responsibility of a fiduciary is allocated to another person, then, except to the extent provided in subsection 2 of this Section 5.19.120 B, such fiduciary shall not be responsible for any act or omission of such person in carrying out such responsibility; and

5. No fiduciary shall have the duty to discharge any duty, function or responsibility which is assigned by the terms of the Plan or Trust Agreement or delegated pursuant to the provisions of Section 5.19.110 to another person.

5.19.130 Claims Procedures.

A. Initial Claim. Any Participant or Beneficiary who believes that he or she is entitled to receive a benefit under the Plan but has not received one may file an application for benefits with the Administrative Committee.

B. Appeal. If an application for benefits is denied, the Participant or Beneficiary will be advised of his or her right to appeal the denial to the Administrative Committee. The Participant or Beneficiary may appeal the denial of his or her application by filing with the Administrative Committee a written request for review of such claim stating the specific facts supporting his or her claim and specifying the remedy sought. The appeal shall be reviewed by Agents of the Administrative Committee. If the Agents determine that the claim is valid, benefits shall be distributed as soon as administratively feasible in accordance with Section 5.19.100. If, however, such Agents recommend denial of the claim, such appeal shall be reviewed by the Administrative Committee at its next open meeting. The determination of the Administrative Committee as to the denial of a claim on appeal shall be final and binding to the extent permitted by law.

5.19.140 Rollovers and Plan-to-Plan Transfers.

A. Rollovers From the Plan.

1. Effective for any distribution made on or after January 1, 2002, a Participant who is entitled to receive an Eligible Rollover Distribution from the Plan, may

direct the Administrative Committee to have the distribution transferred in a lump sum directly to the trustee of an Eligible Retirement Plan, as defined in 5.19.020 R, that permits the acceptance of rollover contributions.

2. In order for a transfer to be made with respect to a Participant under this subsection A, (a) the Participant must designate in writing the Eligible Retirement Plan to receive the transferred amounts; (b) the Participant must timely provide the Administrative Committee with adequate information to enable the Administrative Committee to determine that the transferee plan is an Eligible Retirement Plan; (c) the entire amount to be transferred must be an Eligible Rollover Distribution; (d) the Participant must have received proper notice in accordance with Code section 402(f); and (e) in the case of a distribution of property other than money, the amount so transferred consists of the property distributed.

3. A Participant's surviving spouse who becomes eligible to receive a distribution on the Participant's death under Section 5.19.100 of the Plan or an Alternate Payee who is a Participant's spouse or former spouse who becomes eligible to receive a distribution under Section 5.19.175 of the Plan shall be treated as the Participant for purposes of this subsection A.

B. Transfers to or from Comparable Plans.

1. If a Participant undergoes a Separation from Employment in order to accept employment with another eligible governmental employer (within the meaning of Section 457(e)(1)(A) of the Code) which sponsors an "eligible deferred compensation plan" within the meaning of Section 457(b) of the Code, then that Participant may make an election not to have the vested amounts credited to such Participant's Investment Account distributed, but instead to have such amounts transferred to the "eligible deferred compensation plan" of the new employer of such Participant, provided that (a) the transferee plan specifically authorizes the acceptance of such transferred amounts, (b) the Participant's account balance under the transferee plan immediately after the transfer is at least equal to the total amount of the Participant's Investment Account

immediately before the transfer, and (c) the Participant is performing services for the eligible governmental employer maintaining the transferee plan.

2. In the event that a Participant has entered County service after having been a Participant in another "eligible deferred compensation plan" maintained by another eligible governmental employer (within the meaning of Code section 457(e)(1)(A)), the Trustee will accept a transfer of funds from such other plan for credit to such Participant's Investment Account provided that the foregoing transfer requirements are met.

3. The Administrative Committee may require such documentation from a predecessor or successor plan as it deems necessary to assure that such plan is sponsored by another eligible governmental employer and the transfer meets the other requirements of this section and the law. A Participant's Investment Account may not be transferred to and the Plan may not accept a transfer of amounts from an eligible deferred compensation plan that does not comply with Code section 457(g) or a successor provision (relating to holding the assets of the plan in trust for the exclusive benefit of participants and beneficiaries).

5.19.150 Transfers to other County Plans. A Participant who remains an active County Employee, who commences participation in LACERA or the Judges Retirement Law and who meets the eligibility requirements of any other "eligible deferred compensation plan" sponsored by the County may elect, or the Administrative Committee may elect, to transfer the Participant's membership in the Plan and the amounts credited to his Investment Account to another "eligible deferred compensation plan," under such terms and conditions as are required by the other County "eligible deferred compensation plan." Such election shall be made on a form provided by the County or its Agent. Following such an election by either the Participant or the Administrative Committee, the investments in the Participant's Investment Account shall be liquidated and then the cash shall be transferred to the other County plan within a commercially reasonable period of time, unless the Administrative Committee otherwise makes arrangements for an in-kind transfer of assets. The Participant's account

balance under the other County plan immediately after the transfer shall be at least equal to the total amount of the Participant's accounts under the Plan immediately before the transfer.

5.19.160 Amendment or Termination of the Plan. The Plan may be amended or terminated by the County at any time. No amendment or termination of the Plan shall reduce or impair the rights of any Participant or Beneficiary to the interest in their Investment Accounts. In the event that the Plan is terminated by the County, the County shall distribute to each Participant or his Beneficiary in a single cash payment the vested balance in such Participant's Investment Account as soon as practicable after such termination.

5.19.170 Nonalienation. To the extent permitted by law and except as otherwise provided in the Plan, no right or interest of any kind of a Participant or Beneficiary hereunder shall be transferable or assignable by the Participant or Beneficiary, nor shall any such right or interest be subject to alienation, anticipation, encumbrance, garnishment, attachment, execution or levy of any kind, voluntary or involuntary.

5.19.175 Rights of an Alternate Payee Under a CDRO.

A. Notwithstanding Section 5.19.170, an Alternate Payee shall have the right to make a claim for any benefits awarded to the Alternate Payee pursuant to a CDRO as provided in this section. If an Alternate Payee is awarded a specified interest in the Investment Account of the Participant pursuant to a CDRO, such interest of the Alternate Payee shall be segregated and separately accounted for by the Trustee in the name and for the benefit of the Alternate Payee.

B. Upon receipt of a domestic relations order, or, if earlier, notice that a domestic relations order may be sought, the Administrative Committee shall suspend distributions from the Participant's Investment Account, and shall take steps to ensure that the Participant and each Alternate Payee is aware of the order or proposed order and the suspension of distributions from the Participant's Investment Account.

Moreover, the Administrative Committee shall determine, within a reasonable period

after receipt of such order, whether such order is a CDRO. If the order is determined to be a CDRO, the Alternate Payee's interest under such order shall be segregated and/or distributed in accordance with the CDRO and this Section 5.19.175. If the order is determined not to be a CDRO, and the domestic relations order is not modified as necessary to constitute a CDRO within a reasonable period of time after such determination, the suspension of distributions from the Participant's Investment Account shall be discontinued. If an order is not received within a reasonable period of time after the County has been notified that such an order is being sought, the suspension of distributions from the Participant's Investment Account shall be discontinued.

C. Distributions to the Alternate Payee shall be made in accordance with the CDRO provided that the CDRO does not provide for distributions earlier than permitted by Code section 457(d) or otherwise conflict with the Plan's distribution provisions or the provisions of this section. On or after January 1, 2004, regardless of whether the Participant is eligible to take a distribution under the Plan, the CDRO may provide (or may be amended to provide) for an immediate distribution of the Alternate Payee's interest thereunder to the Alternate Payee. If a CDRO does not provide the form of distribution of benefits payable to an Alternate Payee, the Alternate Payee shall have the right to elect distribution in any form provided under this section. Pursuant to the CDRO or the Alternate Payee's election, the Alternate Payee's interest may be distributed in cash in a lump sum payment or in equal monthly, quarterly or annual installments not extending over more than fifteen years.

D. Unless the CDRO provides otherwise, an Alternate Payee shall have the right, in the same manner as a Participant, to designate a Beneficiary, who shall receive benefits payable to the Alternate Payee in the event that all of the Alternate Payee's benefits have not been distributed at the time of the Alternate Payee's death. If the Alternate Payee does not designate a Beneficiary, or if the Beneficiary predeceases the Alternate Payee, benefits payable to the Alternate Payee which have not been distributed shall be paid to the Alternate Payee's estate. Any death benefits payable under this section shall be paid in a lump sum as soon as administratively practicable

after the Alternate Payee's death and as soon as permissible in accordance with Code section 457(d), with or without the Beneficiary's request.

5.19.180 Facility of Payment. Whenever any Participant entitled to Benefits under the Plan shall be under a legal disability or, in the sole judgment of the Administrative Committee, shall otherwise be unable to apply Benefits to his own best interest and advantage, the Trustee, at the direction of the Administrative Committee, may make payments to the Participant's legal representative, and the decision of the Administrative Committee shall completely discharge the liability of the Plan, the Administrative Committee, the County and the Trustee with respect to such benefits.

5.19.190 No Enlargement of Employment Rights. By accepting benefits under the Plan, a Participant does not thereby agree to continue for any period in the employ of the County, and the County by adopting the Plan, making contributions thereto or taking any action with respect to the Plan does not obligate itself to continue the employment of any Participant for any period.

5.19.200 Severability Provision. If any provision of the Plan or the application thereof to any circumstance or person is invalid, the remainder of the Plan and the application of such provision to other circumstances or persons shall not be affected thereby.

5.19.205 Military Service. Notwithstanding any provision of this Plan to the contrary, effective on and after December 12, 1994, contributions, benefits and service credit with respect to qualified military service will be provided in accordance with Code section 414(u).

5.19.210 Trial Court Entities. Generally effective January 1, 2001, the Trial Court Act recognizes the Trial Court Entities as separate, successor employers for certain purposes, and provides that, if permitted by federal law, Trial Court Employees shall continue to be eligible to receive deferred compensation benefits under the Plan unless otherwise elected by their respective Trial Court Entities. Accordingly, if Trial Court Employees participate in the Plan on and after January 1, 2001, then, on and after that date, the applicable Trial Court Entity shall be a participating employer in the

Plan and any agreement in effect pursuant to Section 5.19.040 for such Trial Court Employees to make Deferred Compensation Contributions to the Plan shall be deemed to be made under a separate agreement with the Trial Court Entity that employs them, and any County contributions made to the Plan on behalf of such Trial Court Employees shall be paid out of the budget of their respective Trial Court Entity.

5.19.215 Temporary Suspension of Plan Provisions. Notwithstanding any provision of the Plan to the contrary, during any conversion period (including but not limited to a change of Trustee, TPA or Investment Funds or a plan merger or spin-off), in accordance with procedures established by the Administrative Committee, the Administrative Committee may temporarily suspend, in whole or in part, certain provisions of the Plan, which may include, but are not limited to, a Participant's right to change his contribution election, and a Participant's right to obtain a distribution from his Account.

5.19.220 Construction. Except to the extent federal law controls, the Plan shall be governed, construed and administered according to the laws of the State of California. All persons making contributions or accepting or claiming benefits under the Plan shall be bound by and deemed to consent to its provisions.

5.19.230 EGTRRA Sunset Provision. The changes made to this Plan in accordance with the terms of EGTRRA shall expire and no longer be effective upon the sunset of the applicable provisions of EGTRRA. Upon the sunset of the applicable EGTRRA provisions, the sections of the Plan intended to comply with EGTRRA and such other sections that the Administrative Committee determines are no longer applicable due to the sunset of relevant EGTRRA provisions will no longer be effective and notwithstanding anything in the Plan to the contrary, the Plan shall be construed in accordance with the terms of the Plan in effect as of December 31, 2001, except to the extent such terms are inconsistent with the applicable provisions of the Code and guidance issued thereunder, in which case, the Plan will be construed consistent with such applicable law.

SECTION 3. Subsection A of Section 5.23.020 is amended to read:

5.23.020 Definitions -- Generally.

A. The following terms when used herein with initial capital letters, unless the context clearly indicates otherwise, shall have the following respective meanings:

1. "Accounts" means a Participant's Tax Deferred Contributions Account and Matching Contributions Account as specified in Section 5.23.060 B.
2. "Adjustment Factor" means the cost of living adjustment factor prescribed by the Secretary of the Treasury under Section 415(d) of the Code for years beginning after 1987.
3. "Administrative Committee" means the Auditor-Controller, County Counsel, Director of Personnel, Treasurer and Tax Collector, and Chief Administrative Officer of the County.
4. "Administrator or Plan Administrator" means the Administrator of the Plan, as defined in Code Section 414(g), and shall be the Administrative Committee which may delegate all or any part of its powers, duties and authorities in such capacity (without ceasing to be the Administrator of the Plan) as hereinafter provided.
5. "Alternate Payee" means any spouse, former spouse, child or other dependent of a participant who is recognized by a domestic relations order as having a right to receive all, or a portion of, the benefits payable under a plan with respect to such participant.
6. "Beneficiary" means such person or persons as a Participant may designate to receive his interest under the Plan after his death. The designation may be made, and may be revoked or changed, only by a written instrument (in form acceptable to the Administrative Committee) signed by the Participant and filed with the Administrative Committee before his death. In the absence of a designation and at any other time when there is no existing Beneficiary designated by the Participant, his Beneficiary shall be his spouse, if living 30 days after the date of his death, or, if not, his children (by blood or adoption) equally (with children of a deceased child to share

equally the share of such deceased child). If a Beneficiary cannot be determined pursuant to the preceding sentence, the Beneficiary shall be the Participant's estate.

7. "Code" means The Internal Revenue Code of 1986, as amended.

8. "Compensation" means base rate, as established in Title 6 of the Los Angeles County Code, as amended, plus any monthly bonus established as a designated number of schedules contained in such Title 6 and any lump sum payment made upon termination pursuant to Section 5.20.070 or Section 6.18.070 of the Los Angeles County Code. Compensation shall not include any of the following:

a. Overtime compensation;

(1) Any lump sum payoff or reimbursement for unused accumulated overtime, holiday time, or sick leave benefits except as specified above;

(2) Compensation pursuant to Section 6.16.010 of the Los Angeles County Code;

b. Any hourly bonus;

(1) Any monthly bonus established as a flat dollar amount or as a percentage of base rate.

9. "Compensation Deferral Agreement" means an agreement pursuant to which an Employee agrees to reduce, or to forego an increase in, his Eligible Earnings and the County agrees to contribute to the Plan the amount of the reduction or the amount foregone as a Tax Deferred Contribution.

10. "County" means the County of Los Angeles and any governmental entity of which the Los Angeles County Board of Supervisors is the governing body.

11. "County Contributions" means Tax Deferred Contributions, if any, as specified in Section 5.23.040A and Matching Contributions as specified in Section 5.23.050A.

12. "Disability" means the complete and continuous inability and incapacity of the Participant to perform the duties of his or her position with the County.

13. "Eligible Earnings" means any compensation paid to an Employee for service performed for the County which is currently includable in gross income under

the Code, or which would be so includable had the Employee not signed a Compensation Deferral Agreement.

14. "Eligible Employee" means full-time permanent Employee of the County ("employee") who is not a Leased Employee, who is not an Excluded Bargaining Unit, who is not in a class designated by the Board of Supervisors of the County as eligible to participate in an alternative 401(k) Plan and who is designated by the Board of Supervisors of the County as eligible to participate in the Los Angeles County Deferred Earnings Plan. For purpose hereof, "full-time permanent" means any employee appointed to an "A", "L" or "N" item pursuant to Title 6 of the Los Angeles County Code. Any employee who would otherwise cease to be an Eligible Employee because of a change in employment classification and/or entry into an Excluded Bargaining Unit shall remain an Eligible Employee until the last day of the month following the month in which such change or entry occurs or such later date as the Administrative Committee may provide.

15. "Eligible Rollover Distribution" means any distribution of all or part of the balance to the credit of the Participant in a qualified trust described in Code Section 401(a) (including the Plan where applicable) or in a "conduit" individual retirement account described in Code Section 408(d)(3)(A)(ii), other than (a) any distribution which is one of a series of substantially equal periodic payments made not less frequently than annually for the life (or life expectancy) of the Participant or beneficiary or the joint lives (or joint life expectancies) of such individual and his designated beneficiary, or for a specified period of 10 years or more; (b) any distribution to the extent such distribution is required by Code Section 401(a)(9); and (c) any distribution which is (1) a return of elective deferrals described in Section 1.415-6(b)(6)(iv) of the Treasury Regulations which is returned due to the limitations under Code Section 415, (2) a corrective distribution of excess contributions described in Section 1.401(k)-1(f)(4) of the Treasury Regulations, excess deferrals described in Section 1.402(g)-1(e)(3) of the Treasury Regulations or excess aggregate contributions described in Section 1.401(m)-1(e)(3) of the Treasury Regulations, together with the

income allocable thereto, (3) a loan treated as a distribution under Code Section 72(p) and not excepted from such treatment under Section 72(p)(2), (4) a deemed distribution of a loan in default, (5) a dividend on employer securities described in Code Section 404(k), (6) the P.S. 58 cost of life insurance coverage, and (7) any other similar item designated by the Commissioner of Internal Revenue. For distributions made on or after January 1, 2000, an Eligible Rollover Distribution also does not include any "hardship" distribution as defined in Section 5.23.020 A.20 and under Code Section 401(k).

16. "Employee" means any person who: (a) has been determined by the County (regardless of any determination made by any other person or entity) to be a common law employee of the County for federal income and/or employment tax purposes; or (b) is a Leased Employee as defined in subsection A23 of this section and as provided in this Section 5.23.030C. If it is determined that an individual was erroneously categorized as not being an Employee, he or she shall be treated as an Employee under the Plan only prospectively from the date of such determination.

17. "Entry Date" means January 1, 1986 and the first day of every succeeding month unless otherwise provided by the Administrative Committee.

18. "415 Compensation" means wages, within the meaning of Section 3401(a) of the Code (for purposes of income tax withholding) but determined without regard to any rules that limit the remuneration included in wages based on the nature or location of the employment or the services performed, paid to an Employee by the County. Effective for years beginning on and after January 1, 1998, 415 Compensation also includes any County contribution under a cash or deferred arrangement (including Tax Deferred Contributions) for the year, any County contributions to purchase an annuity contract under Code Section 403(b) under a salary reduction agreement, any other elective deferral (as defined in Code Section 402(g)(3)) and any amount which is contributed to a plan sponsored by the County at the election of the Employee and which is not includable in gross income under Code Section 125 or Code Section 457. For Limitation Years (as defined in Section 5.23.050F) beginning on and after January

1, 2001, for the purposes of applying the limitations described in Section 5.23.050F, 415 Compensation paid or made available during such Limitation Years shall include elective amounts that are not includable in the gross income of the Employee by reason of Code Section 132(f)(4). For these purposes, the "County" includes any entity the employees of which, together with employees of the County, are required to be treated as if they were employed by a single employer under Code Section 414(b), (c), (m) or (o) (taking into account any adjustment made pursuant to Code Section 415(h)), and any entity whose employees are treated as employees of the County under Code Section 414(n).

19. "Excluded Bargaining Unit" means an employee representation unit, unless the representative of such unit and the County agree that the Employees in such unit shall be covered hereunder.

20. "Hardship" means hardship as determined in a uniform and nondiscriminatory manner by the Administrative Committee, taking into account wherever applicable the definition of such term by the Treasury Department in its regulations issued under Code Section 401(k), all on the basis of information supplied to the Administrative Committee by the Participant.

21. "Investment Funds" means the investment fund or funds selected from time to time by the Administrative Committee, including the Participant Loan fund.

22. "Investment Manager" means the person(s) appointed by the Plan Administrator who, under such terms and conditions as the Plan Administrator may decide with respect to an Investment Fund, has the discretion to determine which assets in such Fund shall be sold (or exchanged) and what investments shall be acquired for such Fund. In the alternative, an organization which is employed by the County to provide administrative and investment services (by agreement with one or more investment providers) may be designated an Investment Manager.

23. "Leased Employee" means any person described in Code Section 414(n)(2) for the purposes of the plan qualification requirements listed in Code Section 414(n)(3).

24. "Matching Contributions" means contributions made by the County as specified in Section 5.23.050A.
25. "Matching Contribution Account" means an account to which the Matching Contributions allocated to each Participant, and any earnings and investment gains or losses allocable thereto, are credited.
26. "Net Revenues" means an excess of budgeted revenues for the current fiscal year and any such accumulated excesses from prior fiscal years over budgeted expenditures, for the current fiscal year of the County, excluding for this purpose County Contributions to the Plan, as determined by the Administrative Committee and certified by the County Auditor-Controller.
27. "Participant" means an Eligible Employee or a former Eligible Employee who has become and continues to be a Participant of the Plan in accordance with the provisions of Section 5.23.030.
28. "Participant Loan Fund" means the Investment fund provided for in Section 5.23.070H.
29. "Plan" means the County of Los Angeles Deferred Earnings Plan, the terms and provisions of which are herein set forth, as the same may be amended, supplemented or restated from time to time.
30. "Plan Year" means a calendar year.
31. "QDRO" means a "qualified domestic relations order," which is a domestic relations order that the Administrative Committee has determined satisfies the requirements of a qualified domestic relations order as defined in Code Section 414(p)(1) and is consistent with the terms of this Plan.
32. "Qualified Plan" means an employee benefit plan that is qualified under Section 401(a) of the Code.
33. "Tax Deferred Contributions" means contributions made by the County pursuant to a Compensation Deferral Agreement as specified in Section 5.23.040A.

34. "Tax Deferred Contributions Account" means an account to which the tax Deferred Contributions made for each Participant, and any earnings and investment gains or losses allocable thereto, are credited.

35. "TPA" means a third-party administrator who has entered into a contract with the County to provide record-keeping or other administrative services for the Plan.

36. "Trust Agreement" means any agreement between the County and a Trustee as in effect from time to time.

37. "Trustee" means any person that is a custodian or trustee and that is appointed by the Board of Supervisors of the County to hold and administer some or all of the assets of the Plan pursuant to Section 5.23.080.

38. "Valuation Date" means the date with respect to which the value of the Plan assets or any portion thereof is determined. Unless otherwise determined by the Administrative Committee, a Valuation Date occurs each day.

39. "Year of Service" means an Employee shall be credited with a Year of Service for each Plan Year in which he is employed by the County and is a Participant in the Plan or a participant in an alternative 401k Plan sponsored by the County or in the County of Los Angeles Deferred Compensation and Thrift Plan (the "Horizons Plan").

...

SECTION 4. Section 5.26.020 is amended to read:

5.26.020 Definitions. The following terms when used herein with initial capital letters, unless the context clearly indicates otherwise, shall have the following respective meanings:

1. "Account" means a Participant's Tax Deferred Contributions Account, Matching Contributions Account, After-Tax Contributions Account and Rollover Contribution Account as specified in Section 5.26.190.

2. "Administrative Committee" means the Auditor-Controller, County Counsel, Director of Personnel, Treasurer and Tax Collector, and Chief Administrative Officer of the County, or their designated representatives.

3. "Administrator" or "Plan Administrator." The Administrator of the Plan, as defined in Code Section 414(g), shall be the Administrative Committee which may delegate all or any part of its powers, duties and authorities in such capacity (without ceasing to be the Administrator of the Plan) as hereinafter provided.

4. "After-Tax Contributions" means contributions made by the County pursuant to a salary deduction agreement as specified in Section 5.26.065.

5. "After-Tax Contribution Account" means an account to which the After-Tax Contributions made for each Participant, and any earnings, investment gains or losses and applicable Plan expenses allocable thereto, are credited.

6. "Alternate Payee" means any spouse, former spouse, child or other dependent of a participant who is recognized by a domestic relations order as having a right to receive all, or a portion of, the benefits payable under a plan with respect to such Participant.

7. "Beneficiary" means such person or persons as a Participant may designate to receive his interest under the Plan after his death. The designation may be made, and may be revoked or changed, only by a written instrument (in form acceptable to the Administrative Committee) signed by the Participant and filed with the Administrative Committee before his death. In the absence of a designation and at any other time when there is no existing Beneficiary designated by the Participant, his Beneficiary shall be his spouse, if living 30 days after the date of his death, or, if not, his children (by blood or adoption) equally (with children of a deceased child to share equally the share of such deceased child). If a Beneficiary cannot be determined pursuant to the preceding sentence, the Beneficiary shall be the Participant's estate.

8. "Catch-Up Contributions" means contributions made by the County on or after January 1, 2002, as specified in Section 5.26.060B.

9. "Code" means the Internal Revenue Code of 1986, as amended.

10. a. "Compensation" means base rate, as established in Title 6 of the Los Angeles County Code, as amended, plus:

(1) Any monthly bonus established as a designated number of schedules and/or levels in the Standardized Salary Schedule contained in such Title 6 or established as a percentage of base rate pursuant to Parts 2 or 3 of Chapter 6.08 of such Title 6;

(2) The monthly amounts provided by Sections 5.12.200, 5.27.240A, 5.28.240A, 5.40.460 and 5.40.465;

(3) Any lump-sum payment made upon termination pursuant to Section 5.20.070 or 6.18.070 of the Los Angeles County Code.

b. Compensation shall not include any of the following:

(1) Overtime compensation;

(2) Any lump-sum payoff or reimbursement for unused accumulated overtime, vacation, holiday time, or sick leave benefits;

(3) Compensation pursuant to Section 6.16.010 of the Los Angeles County Code;

(4) Any hourly bonus;

(5) Any monthly bonus established as a flat dollar amount or as a percentage of base rate except that compensation shall include any monthly bonus paid as a percentage of base rate for employees compensated pursuant to Parts 2 or 3 of Chapter 6.08 entitled Management Appraisal and Performance Plan of the Los Angeles County Code.

11. "Compensation Deferral Agreement" means an agreement pursuant to which an Employee agrees to reduce, or to forego an increase in, his Eligible Earnings and the County agrees to contribute to the Plan the amount of the reduction or the amount foregone as a Tax Deferred Contribution.

12. "County" means the County of Los Angeles and (a) any governmental entity of which the Los Angeles County Board of Supervisors is the

governing body, and (b) any Trial Court Entity to the extent participation in the Plan by such Entity is authorized by state law or rules of court and provided such Entity has not elected not to participate in the Plan.

13. "County Contributions" means Tax Deferred Contributions, if any, as specified in Section 5.26.060, After-Tax Contributions, if any, as specified in Section 5.26.065 and Matching Contributions as specified in Section 5.26.110.

14. "Disability" means the complete and continuous inability and incapacity of the Participant to perform the duties of his or her position with the County.

15. "Eligible Earnings" means any compensation paid to an Employee for service performed for the County which is currently includible in gross income under the Code, or which would be so includible had the Employee not signed a Compensation Deferral Agreement. On or after March 1, 2003, Eligible Earnings shall have the same meaning as "415 Compensation."

16. "Eligible Employee" means a full-time permanent Employee who is not a Leased Employee, is not in an Excluded Bargaining Unit and who is designated by the Board of Supervisors of the County as eligible to participate in the Plan. For purposes hereof, "full-time permanent" means any employee appointed to an "A," "L" or "N" item pursuant to Title 6 of the Los Angeles County Code. Any employee who would otherwise cease to be an Eligible Employee because of a change in employment classification and/or entry into an Excluded Bargaining Unit shall remain an Eligible Employee until the last day of the month following the month in which such change or entry occurs or such later date as the Administrative Committee may provide.

17. "Eligible Rollover Distribution" means any distribution of all or part of the balance to the credit of the Participant in a qualified trust described in Code Section 401(a) (including the Plan where applicable) or in a "conduit" individual retirement account described in Code Section 408(d)(3)(A)(ii), other than (1) any distribution which is one of a series of substantially equal periodic payments made not less frequently than annually for the life (or life expectancy) of the Participant or beneficiary or the joint lives (or joint life expectancies) of such individual and his

designated beneficiary, or for a specified period of 10 years or more; (2) any distribution to the extent such distribution is required by Code Section 401(a)(9); and (3) any distribution which is (a) a return of elective deferrals described in Section 1.415-6(b)(6)(iv) of the Treasury Regulations which is returned due to the limitations under Code Section 415, (b) a corrective distribution of excess contributions described in Section 1.401(k)-1(f)(4) of the Treasury Regulations, excess deferrals described in Section 1.402(g)-1(e)(3) of the Treasury Regulations or excess aggregate contributions described in Section 1.401(m)-1(e)(3) of the Treasury Regulations, together with the income allocable thereto, (c) a loan treated as a distribution under Code Section 72(p) and not excepted from such treatment under Code Section 72(p)(2), (d) a deemed distribution of a loan in default, (e) a dividend on employer securities described in Code Section 404(k), (f) the P.S. 58 cost of life insurance coverage, and (g) any other similar item designated by the Commissioner of Internal Revenue. For distributions made on or after January 1, 2000, an Eligible Rollover Distribution also does not include any distribution or withdrawal of Tax Deferred Contributions due to Hardship as provided in Section 5.26.300 and under Code Section 401(k). For distributions made on or after January 1, 2002, an Eligible Rollover Distribution also does not include any distribution or withdrawal of Matching Contributions or Tax Deferred Contributions due to Hardship as provided in Section 5.26.300.

18. "Employee" means any person who: (a) has been determined by the County (regardless of any determination made by any other person or entity) to be an employee of the County within the meaning of Code Section 3401(c) for federal income and/or employment tax purposes; or (b) is a Leased Employee as defined in subsection 26 of this section and as provided in Section 5.26.055. If it is determined that an individual was erroneously categorized as not being an Employee, he or she shall be treated as an Employee under the Plan only prospectively from the date of such determination.

19. "Entry Date" means September 1, 1984, and the first day of every succeeding month unless otherwise provided by the Administrative Committee.

20. "Excluded Bargaining Unit" means an employee representation unit, unless the representative of such unit and the County agree that the Employees in such unit shall be covered hereunder.

21. "415 Compensation" means wages, within the meaning of Section 3401(a) of the Code (for purposes of income tax withholding) but determined without regard to any rules that limit the remuneration included in wages based on the nature or location of the employment or the services performed, paid to an Employee by the County. Effective for years beginning on and after January 1, 1998, 415 Compensation also includes any County contribution under a cash or deferred arrangement (including Tax Deferred Contributions) for the year, any County contributions to purchase an annuity contract under Code Section 403(b) under a salary reduction agreement, any other elective deferral (as defined in Code Section 402(g)(3)) and any amount which is contributed to a plan sponsored by the County at the election of the Employee and which is not includible in gross income under Code Section 125 or Code Section 457. For Limitation Years (as defined in Section 5.26.160) beginning on and after January 1, 2001, 415 Compensation paid or made available during such Limitation Years shall include elective amounts that are not includible in the gross income of the Employee by reason of Code Section 132(f)(4). On or after January 1, 2003, 415 Compensation also includes any amount that is not available in cash to an Employee under the Choices, Options, Flexible Benefit Plans or Mega-Flex Plans (or a successor plan) because the Employee is unable to certify that the Employee has other health coverage. For these purposes, the "County" includes any entity the employees of which, together with employees of the County, are required to be treated as if they were employed by a single employer under Code Section 414(b), (c), (m) or (o) (taking into account any adjustment made pursuant to Code Section 415(h)), and any entity whose employees are treated as employees of the County under Code Section 414(n).

22. "Hardship" means hardship as determined in a uniform and nondiscriminatory manner by the Administrative Committee, taking into account wherever applicable the definition of such term by the Treasury Department in its

regulations or other applicable guidance issued under Code Section 401(k), all on the basis of information supplied to the Administrative Committee by the Participant.

23. "Horizons Plan" means the County of Los Angeles Deferred Compensation and Thrift Plan.

24. "Investment Funds" means the investment fund or funds selected from time to time by the Administrative Committee, including the Participant Loan Fund.

25. "Investment Manager" means the person(s) appointed by the Plan Administrator who, under such terms and conditions as the Plan Administrator may decide with respect to an Investment Fund, has the discretion to determine which assets in such Fund shall be sold (or exchanged) and what investments shall be acquired for such Fund. In the alternative, an organization which is employed by the County to provide administrative and investment services (by agreement with one or more investment providers) may be designated an Investment Manager.

26. "Leased Employee" means any person described in Code Section 414(n)(2) for the purposes of the plan qualification requirements listed in Code Section 414(n)(3).

27. "Matching Contributions" means contributions made by the County as specified in Section 5.26.110.

28. "Matching Contribution Account" means an account to which the Matching Contributions allocated to each Participant, and any earnings, investment gains or losses and applicable Plan expenses allocable thereto, are credited.

29. "Participant" means an Eligible Employee or a former Eligible Employee who has become and continues to be a Participant of the Plan in accordance with the provisions of Part 2 of this chapter.

30. "Participant Loan Fund" means the Investment Fund provided for in Section 5.26.310.

31. "Plan" means the County of Los Angeles Savings Plan, the terms and provisions of which are herein set forth, as the same may be amended, supplemented or restated from time to time.

32. "Plan Year" means a calendar year.

33. "QDRO" means a "qualified domestic relations order," which is a domestic relations order that the Administrative Committee has determined satisfies the requirements of a qualified domestic relations order as defined in Code Section 414(p)(1) and is consistent with the terms of this Plan.

34. "Qualified Plan" means an employee benefit plan that is qualified under Section 401 (a) of the Code.

35. "Rollover Contributions" means contributions received by the Plan pursuant to Section 5.26.610A.

36. "Rollover Contributions Account" means an account to which the Rollover Contributions received on behalf of each Participant, and any earnings, investment gains or losses and applicable Plan expenses allocable thereto, are credited.

37. "Salary Deduction Agreement" means an agreement pursuant to which an Employee agrees to have an amount deducted from his Eligible Earnings, on an after-tax basis, and the County agrees to contribute to the Plan the amount deducted as an After-Tax Contribution.

38. "Tax Deferred Contributions" means contributions made by the County pursuant to a Compensation Deferral Agreement as specified in Section 5.26.060. Effective on or after January 1, 2002, such term shall also include any Catch-Up Contributions made to the Plan on behalf of a Participant as specified in Section 5.26.060B.

39. "Tax Deferred Contributions Account" means an account to which the Tax Deferred Contributions and, effective January 1, 2002, Catch-Up Contributions, subject to any action taken by the Administrative Committee under Section 5.26.190 to establish a separate account or subaccount for such Catch-Up Contributions, made for each Participant, and any earnings, investment gains or losses and applicable Plan expenses allocable thereto, are credited.

40. "TPA" means a third-party administrator who has entered into a contract with the County to provide record-keeping or other administrative services for the Plan.

41. "Trial Court Act" means the Trial Court Employment Protection and Governance Act, California Government Code Section 71600 et seq.

42. "Trial Court Employee" means a "trial court employee," as defined under the Trial Court Act, who is an Eligible Employee.

43. "Trial Court Entity" means each Los Angeles County Municipal Court, Los Angeles County Superior Court, and each unified, successor trial court entity (or portion thereof) established in the County of Los Angeles pursuant to California Government Code Section 70200 et seq.

44. "Trust Agreement" means any agreement between the County and a Trustee as in effect from time to time.

45. "Trustee" means any person that is a custodian or trustee and that is appointed by the Board of Supervisors of the County to hold and administer some or all of the assets of the Plan pursuant to Part 7 of this chapter.

46. "Valuation Date" means the date with respect to which the value of the Plan assets or any portion thereof is determined. Unless otherwise determined by the Administrative Committee, a Valuation Date occurs each day.

47. "Year of Service" means an Employee shall be credited with a Year of Service for each Plan Year (including the Plan Year commencing September 1, 1984, and ending December 31, 1984) in which he is employed by the County and is a Participant in the Plan or in the Horizons Plan.

SECTION 5. Section 5.26.260 is amended to read:

5.26.260 Distributions on retirement or disability.

A. Notwithstanding the provisions of Section 5.26.250, the entire Account of a Participant whose employment with the County terminates after he is age 70 or

qualified for a service retirement benefit under the County Employees Retirement Law of 1937, as amended, if earlier, or whose employment with the county terminates because of Disability, shall be nonforfeitable and fully vested. Such Account shall be paid to the Participant or his Beneficiary, in cash, in accordance with one of the following methods as the Participant determines:

1. A lump-sum payment; or
2. Substantially equal Mmonthly, quarterly, semi-annually or annual installments not extending for a period that is longer than the life of the Participant or the lives of the Participant and his or her designated Beneficiary spouse and the last survivor of them; or
3. Consecutive periodic payments for the life of the Participant or for the lives of the Participant and his or her designated Beneficiary spouse and the last survivor of them; or
4. A combination of the methods of payment described in subsections A1, 2 and 3 of this section.

B. All distributions hereunder shall be made on or begun as soon as administratively practicable after the Participant' s application is filed pursuant to Section 5.26.240 and approved by the Administrative Committee. A Participant' s election to begin distribution and selection of a payment method shall be irrevocable except as provided in subsection C. For purposes of a distribution, the date that such Participant' s interest in an Investment Fund is liquidated or redeemed, partially or in full, to satisfy the distribution application shall be the applicable Valuation Date.

C. Participants whose distributions under this Plan have already begun or who submitted an application to begin distributions may elect shall be given a one-time election to change their previously irrevocable payment elections no more frequently than once in any Plan Year, which election shall be deemed to be made at the time that the benefit election becomes effective. The election shall be made on a form approved by the Administrative Committee and shall be subject to ~~the approval of the Administrative Committee and the~~ minimum distribution requirements of Code section

401(a)(9) and the regulations thereunder. This subsection C. shall apply to Beneficiaries who are receiving distributions under the Plan pursuant to Section 5.26.270. This subsection C. shall not apply to Participants and Beneficiaries whose benefits under the Plan are provided through an annuity purchased from an insurance carrier.

D. Distributions will begin in accordance with Code section 401(a)(9) and the regulations thereunder and Section 5.26.290 of the Plan. Such provisions shall override any inconsistent distribution option.

SECTION 6. Section 5.27.020 is amended to read:

5.27.020 Definitions. The following terms when used herein with initial capital letters, unless the context clearly indicates otherwise, shall have the following respective meanings:

A. "Benefit" means cash and/or one or more Nontaxable Benefits or Taxable Benefits.

B. "Board" means the Los Angeles County Board of Supervisors.

C. "CAO" means the Chief Administrative Officer of the County appointed by the Board pursuant to the Los Angeles County Code.

D. "Code" means the Internal Revenue Code of 1986, as amended.

E. "Compensation" means base rate, as established in Title 6 of the Los Angeles County Code, as amended, plus any monthly bonus established as a designated number of schedules and/or levels in the Standardized Salary Schedule contained in such Title 6 or established as a percentage of base rate pursuant to Part 3 of Chapter 6.08, Management Appraisal and Performance Plan, of Title 6.

Compensation shall not include any of the following:

1. Overtime compensation;
2. Any lump-sum payoff or reimbursement for unused, accumulated overtime, vacation, holiday time, or sick leave benefits;

3. Compensation pursuant to Section 6.16.010 of the Los Angeles County Code;

4. Any hourly bonus;

5. Any monthly bonus established as a flat dollar amount or as a percentage of base rate except that compensation shall include any monthly bonus paid as a percentage of base rate for employees compensated pursuant to Part 3 of Chapter 6.08 entitled Management Appraisal and Performance Plan of the Los Angeles County Code.

F. "Contribution" means any Nonelective Contribution or Elective Contribution made on behalf of a Participant pursuant to Section 5.27.040.

G. "County" means the County of Los Angeles and (1) any governmental entity of which the Board is the governing body; and (2) the Los Angeles County Municipal Courts and the Los Angeles County Superior Court to the extent the operation of this Plan in said courts is otherwise authorized by state law or rules of court.

H. "Domestic Partner" means a qualified person pursuant to the provisions of Chapter 2.210 of the Los Angeles County Code.

H.I. "Election Information" means the information and rules relating to the general administration of the Plan. The CAO shall develop and issue such information and rules, except as otherwise provided by the Board. Such information shall include, but not be limited to the following:

1. The cost to be charged to Participants for elective coverage, including the manner and timing of payment;

2. Rules relating to election procedures and deadlines, including rules relating to the disposition of benefits for Eligible Employees and Participants who fail to meet election deadlines;

3. Rules relating to the disposition of benefits for Participants who enter or exit the plan during a Plan Year, or who experience an interruption of active service;

4. Rules relating to the administration of the various benefits contained within the Plan, including rules relating to the year-to-year availability of such benefits. Such rules may place restrictions on Participant access to nonelective or elective coverage if such restrictions are necessary to protect the financial well-being of the Plan, to comply with restrictions imposed by insurance carriers, or to preserve the status of the Plan as a cafeteria plan within the meaning of Section 125 of the Code.

IJ. "Elective Contribution" means the amount allocated to specific Taxable Benefits and/or Nontaxable Benefits at the election of a Participant equal to a reduction in his Eligible Earnings pursuant to Section 5.27.040B.

JK. "Eligible Earnings" means any compensation paid to an Eligible Employee for service performed for the County which is currently includible in gross income under the Code.

KL. "Eligible Employee" means a full-time permanent employee of the County who is not in an Excluded Bargaining Unit and who is designated by the Board as eligible to participate in the Plan. For purposes hereof, "full-time permanent" means any employee appointed to an "A," "L," or "N" item pursuant to Title 6 of the Los Angeles County Code.

LM. "Excluded Bargaining Unit" means an employee representation unit, unless the representative of such unit and the County agree that the employees in such unit shall be covered hereunder.

MN. "Materials" means the booklets, manuals, handbooks, contracts, plan documents or sections thereof and other provisions of the Los Angeles County Code relating to the County-sponsored or County-approved employee benefit plans approved for inclusion in Subdivision 1 of the Plan by the Board.

NO. "Nonelective Contribution" means the amount available for allocation to particular Taxable Benefits and/or Nontaxable Benefits or for receipt as additional Eligible Earnings by a Participant pursuant to Section 5.27.040A.

OP. "Nontaxable Benefit" means participation in any health or welfare program provided or sponsored by the County, insured or uninsured, now existing or hereafter

adopted, described in the Materials, the cost of which is excludible from the gross income of the Participant pursuant to Sections 79, 105, 106 or 129 of the Code or any other applicable Code section as the same may be amended.

PQ. "Participant" means any Eligible Employee or former Eligible Employee who meets the requirements for participation in the Plan set forth in Section 5.27.030.

QR. "Plan" means the County of Los Angeles Flexible Benefit Plan, as set forth in this Subdivision 1, as the same may be amended or restated from time to time.

RS. "Plan Year" means the calendar year.

ST. "Taxable Benefit" means participation in certain health or welfare programs provided or sponsored by the County, insured or uninsured, now existing or hereafter adopted, described in the Materials, the cost of which will be treated by the County as includible in the gross income of the Participant pursuant to the Code as the same may be amended.

SECTION 7. Subsection A of Section 5.27.040 is amended to read:

5.27.040 Contributions.

A. Nonelective Contributions. Except as otherwise provided herein, each month the County shall contribute to the Plan on behalf of each Participant an amount equal to the greater of ~~\$534.00 or 10.0 percent of such Participant's Compensation for the preceding month during the 2000, 2001, and 2002 Plan Years~~ and an amount equal to the greater of \$559.00 or 10.0 percent of such Participant' s Compensation for the preceding month beginning the 2003 Plan Year; provided, however, that no Nonelective Contribution shall be contributed for any Participant if he has not been in a pay status for at least eight hours during the prior month. Nonelective Contributions shall be reflected in County payroll warrants issued on or about the fifteenth day of the month following the month in which the requisite pay status was completed.

SECTION 8. Section 5.27.220 is amended to read:

5.27.220 Definitions. The following terms, when used herein with initial capital letters, unless the context clearly indicates otherwise, shall have the following respective meanings:

A. "Basic Monthly Compensation" means the average Compensation for the position or positions the Eligible Participant held during the 12 consecutive months immediately preceding the Waiting Period.

B. "Benefit" means cash and/or one or more Nontaxable Benefits or Taxable Benefits.

C. "Board" means the Los Angeles County Board of Supervisors.

D. "CAO" means the Chief Administrative Officer of the County appointed by the Board pursuant to the Los Angeles County Code.

E. "Claims Administrator" means the County department, contracted insurance company, or contracted service company designated by the CAO to be responsible for the adjudication and processing of claims filed under the Short-Term Disability and Long-Term Disability Plans.

F. "Code" means the Internal Revenue Code of 1986, as amended.

G. "Compensation" means the monthly base rate, as established in Title 6 of the Los Angeles County Code, as amended, plus any monthly bonus established as a designated number of schedules and/or levels in the Standardized Salary Schedule contained in such Title 6 or established as a percentage of the base rate pursuant to Part 3 of Chapter 6.08, Management Appraisal and Performance Plan, of Title 6, Compensation, shall not include any of the following:

1. Overtime compensation;
2. Any lump-sum payoff or reimbursement for unused, accumulated overtime, vacation, holiday time, sick leave, or annual leave benefits;
3. Compensation pursuant to Section 6.16.010 of the Los Angeles County Code;
4. Any hourly bonus;

5. Any monthly bonus established as a flat dollar amount or as a percentage of the base rate except that Compensation shall include any monthly bonus paid as a percentage of the base rate for employees compensated pursuant to Part 3 of Chapter 6.08 entitled Management Appraisal and Performance Plan of the Los Angeles County Code.

H. "Contribution" means any Nonelective Contribution or Elective Contribution made on behalf of a Participant pursuant to Section 5.27.240.

I. "County" means the County of Los Angeles and (1) any governmental entity of which the Board is the governing body; and (2) the County Municipal Courts and the Los Angeles County Superior Court to the extent the operation of this Plan in said courts is otherwise authorized by state law or rules of court.

J. "Disability" or "Disabled" means, during the Waiting Period and the subsequent period for which a Participant might be eligible to receive benefits under the Short-Term Disability Plan, the continuous inability and incapacity of the Eligible Participant to perform the regular and customary duties of his position with the County at the time and place designated by the County.

K. "Domestic Partner" means a qualified person pursuant to the provisions of Chapter 2.210 the Los Angeles County Code or Section 298.5, California Family Code, as applicable.

~~KL~~. "Election Information" means the information and rules relating to the general administration of the Plan. The CAO shall develop and issue such information and rules, except as otherwise provided by the Board. Such information shall include, but not be limited to the following:

1. The cost to be charged to Participants for elective coverage, including the manner and timing of payment;

2. Rules relating to election procedures and deadlines, including rules relating to the disposition of benefits for Eligible Employees who fail to meet election deadlines;

3. Rules relating to the disposition of benefits for Participants who enter or exit the Plan during a Plan Year, or who experience an interruption of active service;

4. Rules relating to the administration of the various benefits contained within the Plan, including rules relating to the year-to-year availability of such benefits. Such rules may place restrictions on Participant access to nonelective or elective coverage if such restrictions are necessary to protect the financial well-being of the Plan, to comply with restrictions imposed by insurance carriers, or to preserve the status of the Plan as a cafeteria plan within the meaning of Section 125 of the Code.

LM. "Elective Contribution" means the amount allocated to specific Taxable Benefits and/or Nontaxable Benefits at the election of a Participant equal to a reduction in his Eligible Earnings pursuant to Section 5.27.240 B.

MN. "Eligible Earnings" means any compensation paid to an Eligible Employee for service performed for the County which is currently includible in gross income under the Code.

NO. "Eligible Employee" means a full-time permanent employee of the County who is not in an Excluded Bargaining Unit and who is designated by the Board as eligible to participate in the Plan. For purposes hereof, "full-time permanent" means any employee appointed to an "A," "L," or "N" item pursuant to Title 6 of the Los Angeles County Code. "Eligible Employee" shall also mean an employee of the County appointed to a monthly temporary training "M" item pursuant to Title 6 of the Los Angeles County Code who is not in an Excluded Bargaining Unit and who is designated by the Board as eligible to participate in the Plan.

OP. "Eligible Participant" means a Participant who becomes disabled as a direct consequence and result of injury or disease.

PQ. "Evidence of Disability" means a statement of medical certification of disability submitted by a Physician to the Claims Administrator.

QR. "Excluded Bargaining Unit" means an employee representation unit, unless the representative of such unit and the County agree that the employees in such unit shall be covered hereunder.

RS. "Materials" means the booklets, manuals, handbooks, contracts, plan documents or sections thereof and other provisions of the Los Angeles County Code relating to the County-sponsored or County-approved employee benefit plans approved for inclusion in Subdivision 2 of the Plan by the Board.

ST. "Nonelective Contribution" means the amount available for allocation to particular Taxable Benefits and/or Nontaxable Benefits or for receipt as additional Eligible Earnings by a Participant pursuant to Section 5.27.240 A.

TU. "Nontaxable Benefit" means participation in any employee benefit program provided or sponsored by the County, insured or uninsured, now existing or hereafter adopted, for inclusion in the plan the cost of which is excludible from the gross income of the Participant pursuant to Sections 79, 105, 106, or 129 of the Code or any other applicable Code section, as the same may be amended.

UV. "Participant" means any Eligible Employee or former Employee who meets the requirements for participation in the Plan set forth in Section 5.27.230.

VW. "Physician" means any physician, surgeon, osteopath, psychiatrist, psychologist, chiropractor or other medical practitioner who is duly licensed by the state in which he practices and who is practicing within the scope of his license.

WX. "Plan" means the County of Los Angeles Flexible Benefit Plan, as set forth in this Subdivision 2, as the same may be amended or restated from time to time.

XY. "Plan Year" means the calendar year.

YZ. "Retirement Plan A, B, C, or D Member" means an Eligible Employee or a Participant who is covered by any of the contributory retirement plans established for general or safety members of the Los Angeles County Employees Retirement Association pursuant to the County Employees Retirement Law of 1937. For the sole

purpose of determining entitlement to Nonelective Contributions and Nontaxable Benefits and Taxable Benefits provided under the Plan, an Eligible Employee or Participant employed on a monthly temporary training "M" item basis pursuant to Title 6 of the Los Angeles County Code shall be treated as if he were a Retirement Plan A, B, C, or D Member. In no event shall such Eligible Employee or Participant be entitled to any benefit under the County Employees Retirement Law of 1937 by reason of this treatment.

ZAA. "Retirement Plan E Member" means an Eligible Employee or a Participant who is covered by the optional noncontributory retirement plan made operative for general members of the Los Angeles County Employees Retirement Association on or after July 1, 1981.

AABB "SIB Compensation" means an SIB Participant's Compensation in the month preceding his death, or the commencement of benefits under the LTD Plan, whichever occurs first.

BBCC. "SIB Participant" means a Retirement Plan E Member who is:

1. A Participant who has elected coverage under the SIB Plan for the current Plan Year; or
2. A former Participant who is disabled and receiving benefits under the LTD Plan, and who elected coverage under the SIB Plan for the Plan Year in which his LTD benefits commenced.

CGDD. "Taxable Benefit" means participation in certain health or welfare programs provided or sponsored by the County, insured or uninsured, now existing or hereafter adopted, described in the Materials, the cost of which will be treated by the County as includible in the gross income of the Participant pursuant to the Code as the same may be amended.

DDEE. "Total Disability" or "Totally Disabled" means during the Waiting Period and during the subsequent 24-month period for which a Participant might be eligible to receive benefits under the LTD Plan, the complete and continuous inability and incapacity of the Participant to perform the duties of his position with the County.

After the expiration of 24 consecutive months of eligibility for benefit payments, "Total Disability" or "Totally Disabled" means the Participant is Disabled within the meaning of the Federal Social Security Act and is eligible to receive or is receiving disability benefits under the Federal Social Security Act; provided, however, that for a participant who makes timely application for disability benefits under the Federal Social Security Act and who has not received a final determination regarding disability under the Act, "Total Disability" or "Totally Disabled" (for the period prior to the date on which a final determination is made regarding disability) shall mean the complete and continuous inability and incapacity of the Participant to perform the duties of his position with the County. A Participant who is not insured for disability benefits under the Federal Social Security Act (such as lacking sufficient quarters of covered employment) shall be considered Totally Disabled at the end of the 24-month period of eligibility for benefit payments and during the continuance thereafter of the disability if he is disabled within the meaning of Section 223(d) of the Federal Social Security Act.

~~EEEE~~. 1. "Waiting Period" for purposes of the Short-Term Disability Plan means that a waiting period shall be required with respect to any one Disability, and that such period shall be a continuous period equal to 30 days, except as reduced by elective option. The Waiting Period shall commence with the first day the Participant is Disabled, and shall continue during the time he remains Disabled.

2. "Waiting Period" for purposes of the Long-Term Disability Plan means that a waiting period shall be required with respect to any one Total Disability, and ~~that such period shall be a continuous period equal to six months,~~ commencing with the first day on which an eligible employee is absent from work due to a total disability, and during which he or she remains totally disabled except as provided below. If the eligible employee ceases to be totally disabled and returns to work for less than an aggregate of 30 days during a waiting period, any such cessation of total disability shall not interrupt continuity or extend the duration of the waiting period used to determine the first day on which benefits commence, provided that the successive absences during the waiting period are due to the same cause. The ~~W~~waiting ~~P~~period

~~shall commence with the first day the Participant is Totally Disabled, and shall continue during the time he remains Totally Disabled; provided, however, that the Waiting Period shall not include any time prior to January 1, 1991.~~

3. The continuity of the Waiting Period shall not be interrupted, nor shall the Waiting Period be extended, merely because an Eligible Participant incurs a disability during such period that arises from a different and unrelated cause than that which initially caused the Eligible Participant to be absent from work.

4. The Election Information may establish rules under which an Eligible Participant may return to work on a trial basis during the Waiting Period without causing any interruption or extension of said period.

SECTION 9. Subsection A of Section 5.27.240 is amended to read:

5.27.240 Contributions.

A. Nonelective Contributions.

1. Except as otherwise provided herein, each month the County shall contribute to the Plan on behalf of each Participant an amount equal to the greater of ~~\$735.00 during the 2000, 2001, and 2002 Plan Years~~ and \$770.00 beginning the 2003 Plan Year or the amount designated in subsection A1a or b below, whichever is applicable:

a. 14.5 percent of the Participant's Compensation for the preceding month if the Participant is a Retirement Plan A, B, C, or D Member, and has completed less than five years of continuous service as of the commencement of the current Plan Year;

b. 17.0 percent of the Participant's Compensation for the preceding month if the Participant is a Retirement Plan A, B, C, or D Member and has completed five or more years of continuous service as of the commencement of the current Plan Year, or if he is a Retirement Plan E Member; provided, however, that the percentage figures set forth in the following table shall apply in lieu of said 17.0 percent

for any Participant, regardless of retirement plan, who has completed 10 or more years of continuous service as of January 1, 1991:

Continuous Service As of January 1, 1991	Nonelective Contribution
10 years	17.4%
11 years	17.8%
12 years	18.2%
13 years	18.6%
14 or more years	19.0%

2. In no event shall a Nonelective Contribution be made on behalf of any Participant who has not been in a pay status for at least eight hours during the prior month. Nonelective Contributions shall be reflected in County payroll warrants issued on or about the fifteenth day of the month following the month in which the requisite pay status was completed.

...

SECTION 10. Subsection B of Section 5.27.340 is amended to read:

5.27.340 Elective Annual Leave.

...

B. ~~Forfeiture of Unused Time. Unused Elective Annual Leave may not be accrued or carried over from one Plan Year to the next. Any such time which remains unused at the end of the current Plan Year shall be forfeited to the County; provided, however, such time shall be paid off in lieu of forfeiture, if the Participant's Department Head certifies that failure to use the time was due to no fault of the Participant, and the CAO approves payment for the unused time. Beginning with the 2000 Plan Year, unused Elective Annual Leave will be paid off in accordance with rules contained in the election information.~~

SECTION 11. Subsection B of Section 5.27.450 is amended to read:

5.27.450 Election and benefit costs.

...

B. Elective Coverage.

1. Each Retirement Plan A, B, C, or D Member may elect LTD coverage equal to his Basic Monthly Compensation multiplied by 40 percent, or 60 percent.

2. Each Retirement Plan E Member who has less than five years of continuous service as of the commencement of the Plan Year for which he is eligible to make an election, may elect LTD coverage equal to his Basic Monthly Compensation multiplied by 40 percent, or 60 percent.

3. Each retirement Plan E Member who has five or more years of continuous service as of the commencement of the Plan Year for which he is eligible to make an election, may elect LTD coverage equal to his Basic Monthly Compensation multiplied by 60 percent.

4. LTD Health Insurance. Each Eligible Employee or Participant may elect a disability health insurance benefit hereinafter referred to as "LTD Health Insurance." LTD Health Insurance shall provide health insurance coverage on a concurrent basis with the payment of benefits under Section 5.27.460. For each Eligible Employee or Participant who elects this option, LTD Health Insurance shall provide employee health coverage to which the Eligible Employee or Participant would otherwise be entitled if not disabled pursuant to the rules set forth in the Election Information. Beginning on January 1, 2005, LTD Health Insurance will be extended to the survivor (including a domestic partner as defined in Section 298.5 of the California Family Code) of an employee who is participating in the LTD Health Insurance protection program immediately prior to death.

...

SECTION 12. Subsection D of Section 5.27.510 is amended to read:

5.27.510 Survivor income benefits.

...
D. Benefit.

1. Upon the death of an SIB Participant, there shall be payable to his surviving spouse or domestic partner a monthly survivor benefit as determined under subsections A and B of this section. This benefit shall continue during and throughout the life of the surviving spouse or domestic partner. If there is no surviving spouse or domestic partner entitled to this benefit or if the surviving spouse or domestic partner dies before each child of the deceased SIB Participant, including a stepchild or adopted child, attains the age of 18 years, the benefit shall be paid to the child or children of the deceased SIB Participant then under age 18 as specified below. For the purposes of this section, "stepchild" means a stepchild who was dependent on the SIB Participant for support and maintenance at the time of the SIB Participant's death.

2. If the survivor benefit is to be paid to surviving children, then the benefit shall be divided among such children in equal amounts; provided, however, that the right of any such child to share in the benefits shall cease upon his death, or attainment of age 18. Notwithstanding any other provision of this subsection, the benefit otherwise payable to the surviving children of the deceased SIB Participant shall be paid to any such child through the age of 21 years if such child is regularly enrolled as a full-time student in an accredited school as determined by the CAO.

SECTION 13. Section 5.28.020 is amended to read:

5.28.020 Definitions. The following terms when used herein with initial capital letters, unless the context clearly indicates otherwise, shall have the following respective meanings:

- A. "Benefit" means cash or one or more Nontaxable Benefits.
- B. "Board" means the Los Angeles County Board of Supervisors.

C. "CAO" means the Chief Administrative Officer of the County appointed by the Board pursuant to the Los Angeles County Code.

D. "Code" means the Internal Revenue Code of 1986, as amended.

E. "Compensation" means base rate, as established in Title 6 of the Los Angeles County Code, as amended, plus any monthly bonus established as a designated number of schedules and/or levels in the Standardized Salary Schedule contained in such Title 6 or established as a percentage of base rate pursuant to Part 3 of Chapter 6.08, Management Appraisal and Performance Plan, of Title 6.

Compensation shall not include any of the following:

1. Overtime compensation;
2. Any lump-sum payoff or reimbursement for unused, accumulated overtime, vacation, holiday time, or sick leave benefits;
3. Compensation pursuant to Section 6.16.010 of the Los Angeles County Code;
4. Any hourly bonus;
5. Any monthly bonus established as a flat dollar amount or as a percentage of base rate except that compensation shall include any monthly bonus paid as a percentage of base rate for employees compensated pursuant to Part 3 of Chapter 6.08 entitled Management Appraisal and Performance Plan of the Los Angeles County Code.

F. "Contribution" means any Nonelective Contribution or Elective Contribution made on behalf of a Participant pursuant to Section 5.28.040.

G. "County" means the County of Los Angeles and (1) any governmental entity of which the Board is the governing body; and (2) the Los Angeles County Municipal Courts and the Los Angeles County Superior Court to the extent the operation of this Plan in said courts is otherwise authorized by state law or rules of court.

H. "Domestic Partner" means a qualified person pursuant to the provisions of Chapter 2.210 of the Los Angeles County Code.

HJ. "Election Information" means the information and rules relating to the general administration of the Plan. The CAO shall develop and issue such information and rules, except as otherwise provided by the Board. Such information shall include, but not be limited to the following:

1. The cost to be charged to Participants for elective coverage, including the manner and timing of payment;
2. Rules relating to election procedures and deadlines, including rules relating to the disposition of benefits for Eligible Employees and Participants who fail to meet election deadlines;
3. Rules relating to the disposition of benefits for Participants who enter or exit the plan during a Plan Year, or who experience an interruption of active service;
4. Rules relating to the administration of the various benefits contained within the Plan, including rules relating to the year-to-year availability of such benefits. Such rules may place restrictions on Participant access to nonelective or elective coverage if such restrictions are necessary to protect the financial well-being of the Plan, to comply with restrictions imposed by insurance carriers, or to preserve the status of the Plan as a cafeteria plan within the meaning of Section 125 of the Code.

IJ. "Elective Contribution" means the amount allocated to specific Taxable Benefits and/or Nontaxable Benefits at the election of a Participant equal to a reduction in his Eligible Earnings pursuant to Section 5.28.040B.

JK. "Eligible Earnings" means any compensation paid to an Eligible Employee for service performed for the County which is currently includible in gross income under the Code.

KL. "Eligible Employee" means a full-time permanent employee of the County who is not in an Excluded Bargaining Unit and who is designated by the Board as eligible to participate in the Plan. For purposes hereof, "full-time permanent" means any employee appointed to an "A," "L," or "N" item pursuant to Title 6 of the Los Angeles County Code.

LM. "Excluded Bargaining Unit" means an employee representation unit, unless the representative of such unit and the County agree that the employees in such unit shall be covered hereunder.

MN. "Materials" means the booklets, manuals, handbooks, contracts, plan documents or sections thereof and other provisions of the Los Angeles County Code relating to the County-sponsored or County-approved employee benefit plans approved for inclusion in Subdivision 1 of the Plan by the Board.

NO. "Nonelective Contribution" means the amount available for allocation to particular Taxable Benefits and/or Nontaxable Benefits or for receipt as additional Eligible Earnings by a Participant pursuant to Section 5.28.040A.

OP. "Nontaxable Benefit" means participation in any health or welfare program provided or sponsored by the County, insured or uninsured, now existing or hereafter adopted, described in the Materials, the cost of which is excludible from the gross income of the Participant pursuant to Sections 79, 105, 106 or 129 of the Code or any other applicable Code section as the same may be amended.

PQ. "Participant" means any Eligible Employee or former Eligible Employee who meets the requirements for participation in the Plan set forth in Section 5.28.030.

QR. "Plan" means the County of Los Angeles Nonpensionable Flexible Benefit Plan, as set forth in this Subdivision 1, as the same may be amended or restated from time to time.

RS. "Plan Year" means the calendar year.

ST. "Taxable Benefit" means participation in certain health or welfare programs provided or sponsored by the County, insured or uninsured, now existing or hereafter adopted, described in the Materials, the cost of which will be treated by the County as includible in the gross income of the Participant pursuant to the Code as the same may be amended

SECTION 14. Subsection A of Section 5.28.040 is amended to read:

5.28.040 Contributions.

A. Nonelective Contributions. Except as otherwise provided herein, each month the County shall contribute to the Plan on behalf of each Participant an amount equal to the greater of ~~\$534.00 or 10.0 percent of such Participant's Compensation for the preceding month during the 2000, 2001, and 2002 Plan Years~~ and an amount equal to the greater of \$559.00 or 10.0 percent of such Participant's Compensation for the preceding month beginning the 2003 Plan Year; provided, however, that no Nonelective Contribution shall be contributed for any Participant if he has not been in a pay status for at least eight hours during the prior month. Nonelective Contributions shall be reflected in County payroll warrants issued on or about the fifteenth day of the month following the month in which the requisite pay status was completed.

...

SECTION 15. Section 5.28.220 is amended to read:

5.28.220 Definitions. The following terms, when used herein with initial capital letters, unless the context clearly indicates otherwise, shall have the following respective meanings:

A. "Basic Monthly Compensation" means the average ~~Compensation for the position or positions the Eligible Participant held during the 12 consecutive months immediately preceding the Waiting Period.~~ monthly base rate, as established in Title 6 of this code, as amended, on salaries, hereinafter referred to as "Title 6", for the position or positions the employee held during the 12 consecutive months immediately preceding the qualifying period; provided, however, that in no event shall the basic monthly compensation include the following:

1. Overtime compensation; or
2. Any lump sum payoff or reimbursement for unused accumulated overtime, vacation, holiday time, or sick leave benefits; or

3. Compensation from two or more positions held on a concurrent basis.

B. "Benefit" means cash and/or one or more Nontaxable Benefits or Taxable Benefits.

C. "Board" means the Los Angeles County Board of Supervisors.

D. "CAO" means the Chief Administrative Officer of the County appointed by the Board pursuant to the Los Angeles County Code.

E. "Claims Administrator" means the County department, contracted insurance company, or contracted service company designated by the CAO to be responsible for the adjudication and processing of claims filed under the Short-Term Disability and Long-Term Disability Plans.

F. "Code" means the Internal Revenue Code of 1986, as amended.

G. "Compensation" means the monthly base rate, as established in Title 6 of the Los Angeles County Code, as amended, plus any monthly bonus established as a designated number of schedules and/or levels in the Standardized Salary Schedule contained in such Title 6 or established as a percentage of the base rate pursuant to Part 3 of Chapter 6.08, Management Appraisal and Performance Plan, of Title 6, Compensation, shall not include any of the following:

1. Overtime compensation;
2. Any lump-sum payoff or reimbursement for unused, accumulated overtime, vacation, holiday time, sick leave, or annual leave benefits;
3. Compensation pursuant to Section 6.16.010 of the Los Angeles County Code;
4. Any hourly bonus;
5. Any monthly bonus established as a flat dollar amount or as a percentage of the base rate except that Compensation shall include any monthly bonus paid as a percentage of the base rate for employees compensated pursuant to Part 3 of Chapter 6.08 entitled Management Appraisal and Performance Plan of the Los Angeles County Code.

H. "Contribution" means any Nonelective Contribution or Elective Contribution made on behalf of a Participant pursuant to Section 5.28.240.

I. "County" means the County of Los Angeles and (1) any governmental entity of which the Board is the governing body; and (2) the County Municipal Courts and the Los Angeles County Superior Court to the extent the operation of this Plan in said courts is otherwise authorized by state law or rules of court.

J. "Disability" or "Disabled" means, during the Waiting Period and the subsequent period for which a Participant might be eligible to receive benefits under the Short-Term Disability Plan, the continuous inability and incapacity of the Eligible Participant to perform the regular and customary duties of his position with the County at the time and place designated by the County.

K. "Domestic Partner" means a qualified person pursuant to the provisions of Chapter 2.210 of the Los Angeles County Code or Section 298.5, California Family Code, as applicable.

~~K~~L. "Election Information" means the information and rules relating to the general administration of the Plan. The CAO shall develop and issue such information and rules, except as otherwise provided by the Board. Such information shall include, but not be limited to the following:

1. The cost to be charged to Participants for elective coverage, including the manner and timing of payment;
2. Rules relating to election procedures and deadlines, including rules relating to the disposition of benefits for Eligible Employees who fail to meet election deadlines;
3. Rules relating to the disposition of benefits for Participants who enter or exit the Plan during a Plan Year, or who experience an interruption of active service;
4. Rules relating to the administration of the various benefits contained within the Plan, including rules relating to the year-to-year availability of such benefits. Such rules may place restrictions on Participant access to nonelective or

elective coverage if such restrictions are necessary to protect the financial well-being of the Plan, to comply with restrictions imposed by insurance carriers, or to preserve the status of the Plan as a cafeteria plan within the meaning of Section 125 of the Code.

LM. "Elective Contribution" means the amount allocated to specific Taxable Benefits and/or Nontaxable Benefits at the election of a Participant equal to a reduction in his Eligible Earnings pursuant to Section 5.28.240 B.

MN. "Eligible Earnings" means any compensation paid to an Eligible Employee for service performed for the County which is currently includible in gross income under the Code.

NO. "Eligible Employee" means a full-time permanent employee of the County who is not in an Excluded Bargaining Unit and who is designated by the Board as eligible to participate in the Plan. For purposes hereof, "full-time permanent" means any employee appointed to an "A," "L," or "N" item pursuant to Title 6 of the Los Angeles County Code. "Eligible Employee" shall also mean an employee of the County appointed to a monthly temporary training "M" item pursuant to Title 6 of the Los Angeles County Code who is not in an Excluded Bargaining Unit and who is designated by the Board as eligible to participate in the Plan.

OP. "Eligible Participant" means a Participant who becomes disabled as a direct consequence and result of injury or disease.

PQ. "Evidence of Disability" means a statement of medical certification of disability submitted by a Physician to the Claims Administrator.

QR. "Excluded Bargaining Unit" means an employee representation unit, unless the representative of such unit and the County agree that the employees in such unit shall be covered hereunder.

RS. "Materials" means the booklets, manuals, handbooks, contracts, plan documents or sections thereof and other provisions of the Los Angeles County Code relating to the County-sponsored or County-approved employee benefit plans approved for inclusion in Subdivision 2 of the Plan by the Board.

ST. "Nonelective Contribution" means the amount available for allocation to particular Taxable Benefits and/or Nontaxable Benefits or for receipt as additional Eligible Earnings by a Participant pursuant to Section 5.28.240 A.

TU. "Nontaxable Benefit" means participation in any employee benefit program provided or sponsored by the County, insured or uninsured, now existing or hereafter adopted, for inclusion in the plan the cost of which is excludible from the gross income of the Participant pursuant to Sections 79, 105, 106, or 129 of the Code or any other applicable Code section, as the same may be amended.

UV. "Participant" means any Eligible Employee or former Employee who meets the requirements for participation in the Plan set forth in Section 5.28.230.

VW. "Physician" means any physician, surgeon, osteopath, psychiatrist, psychologist, chiropractor or other medical practitioner who is duly licensed by the state in which he practices and who is practicing within the scope of his license.

WX. "Plan" means the County of Los Angeles Nonpensionable Flexible Benefit Plan, as set forth in this Subdivision 2, as the same may be amended or restated from time to time.

XY. "Plan Year" means the calendar year.

YZ. "Retirement Plan A, B, C, or D Member" means an Eligible Employee or a Participant who is covered by any of the contributory retirement plans established for general or safety members of the Los Angeles County Employees Retirement Association pursuant to the County Employees Retirement Law of 1937. For the sole purpose of determining entitlement to Nonelective Contributions and Nontaxable Benefits and Taxable Benefits provided under the Plan, an Eligible Employee or Participant employed on a monthly temporary training "M" item basis pursuant to Title 6 of the Los Angeles County Code shall be treated as if he were a Retirement Plan A, B, C, or D Member. In no event shall such Eligible Employee or Participant be entitled to any benefit under the County Employees Retirement Law of 1937 by reason of this treatment.

ZAA. "Retirement Plan E Member" means an Eligible Employee or a Participant who is covered by the optional noncontributory retirement plan made operative for general members of the Los Angeles County Employees Retirement Association on or after July 1, 1981.

AABB. "SIB Compensation" means an SIB Participant's Compensation in the month preceding his death, or the commencement of benefits under the LTD Plan, whichever occurs first.

BBCC. "SIB Participant" means a Retirement Plan E Member who is:

1. A Participant who has elected coverage under the SIB Plan for the current Plan Year; or
2. A former Participant who is disabled and receiving benefits under the LTD Plan, and who elected coverage under the SIB Plan for the Plan Year in which his LTD benefits commenced.

CCDD. "Taxable Benefit" means participation in certain health or welfare programs provided or sponsored by the County, insured or uninsured, now existing or hereafter adopted, described in the Materials, the cost of which will be treated by the County as includible in the gross income of the Participant pursuant to the Code as the same may be amended.

DDEE. ~~"Total Disability" or "Totally Disabled" means during the Waiting Period and during the subsequent 24-month period for which a Participant might be eligible to receive benefits under the LTD Plan, the complete and continuous inability and incapacity of the Participant to perform the duties of his position with the County. After the expiration of 24 consecutive months of eligibility for benefit payments, "Total Disability" or "Totally Disabled" means the Participant is Disabled within the meaning of the Federal Social Security Act and is eligible to receive or is receiving disability benefits under the Federal Social Security Act; provided, however, that for a participant who makes timely application for disability benefits under the Federal Social Security Act and who has not received a final determination regarding disability under the Act, "Total~~

~~Disability" or "Totally Disabled" (for the period prior to the date on which a final determination is made regarding disability) shall mean the complete and continuous inability and incapacity of the Participant to perform the duties of his position with the County. A Participant who is not insured for disability benefits under the Federal Social Security Act (such as lacking sufficient quarters of covered employment) shall be considered Totally Disabled at the end of the 24-month period of eligibility for benefit payments and during the continuance thereafter of the disability if he is disabled within the meaning of Section 223(d) of the Federal Social Security Act. during the qualifying period, and during the subsequent 24-month period for which an employee might be eligible to receive benefits under this Plan, means the complete and continuous inability and incapacity of the employee to perform the duties of his or her position with the County. After the expiration of 24 consecutive months of eligibility for benefit payments, "total disability" means that the employee is disabled within the meaning of the Federal Social Security Act and is eligible to receive or is receiving benefits under the Federal Social Security Act. However, for an employee who makes timely application for disability benefits under the Federal Social Security Act and who has not received a final determination regarding disability under that Act, "total disability" (for the period prior to the date on which a final determination is made regarding disability) shall mean the complete and continuous inability and incapacity of the employee to perform the duties of his or her position with the County. An employee who is not insured for disability benefits (such as lacking sufficient quarters of covered employment) under the Federal Social Security Act shall be considered totally disabled at the end of the 24-month period of eligibility for benefit payments and during the continuance thereafter of the disability if he or she is disabled within the meaning of Section 223(d) of the Federal Social Security Act.~~

~~EEFF.~~ 1. "Waiting Period" for purposes of the Short-Term Disability Plan means that a waiting period shall be required with respect to any one Disability, and that such period shall be a continuous period equal to 30 days, except as reduced

by elective option. The Waiting Period shall commence with the first day the Participant is Disabled, and shall continue during the time he remains Disabled.

2. "Waiting Period" for purposes of the Long-Term Disability Plan means that a waiting period shall be required with respect to any one Total Disability, and that such period shall be a continuous period equal to six months, commencing with the first day on which an eligible employee is absent from work due to a total disability, and during which he or she remains totally disabled except as provided below. If the eligible employee ceases to be totally disabled and returns to work for less than an aggregate of 30 days during a waiting period, any such cessation of total disability shall not interrupt continuity or extend the duration of the waiting period used to determine the first day on which benefits commence, provided that successive absences during the waiting period are due to the same cause. ~~The Wwaiting Pperiod shall commence with the first day the Participant is Totally Disabled, and shall continue during the time he remains Totally Disabled; provided, however, that the Waiting Period shall not include any time prior to January 1, 1991.~~

3. The continuity of the Waiting Period shall not be interrupted, nor shall the Waiting Period be extended, merely because an Eligible Participant incurs a disability during such period that arises from a different and unrelated cause than that which initially caused the Eligible Participant to be absent from work.

4. The Election Information may establish rules under which an Eligible Participant may return to work on a trial basis during the Waiting Period without causing any interruption or extension of said period.

SECTION 16. Subsection A of Section 5.28.240 is amended to read:

5.28.240 Contributions.

A. Nonelective Contributions.

1. Except as otherwise provided herein, each month the County shall contribute to the Plan on behalf of each Participant an amount equal to the greater of ~~\$735.00 during the 2000, 2001, and 2002 Plan Years and~~ \$770.00 beginning the 2003

Plan Year or the amount designated in subsection A1a or b below, whichever is applicable:

a. 14.5 percent of the Participant's Compensation for the preceding month if the Participant is a Retirement Plan A, B, C, or D Member, and has completed less than five years of continuous service as of the commencement of the current Plan Year;

b. 17.0 percent of the Participant's Compensation for the preceding month if the Participant is a Retirement Plan A, B, C, or D Member and has completed five or more years of continuous service as of the commencement of the current Plan Year, or if he is a Retirement Plan E Member; provided, however, that the percentage figures set forth in the following table shall apply in lieu of said 17.0 percent for any Participant, regardless of retirement plan, who has completed 10 or more years of continuous service as of January 1, 1991:

Continuous Service As of January 1, 1991	Nonelective Contribution
10 years	17.4%
11 years	17.8%
12 years	18.2%
13 years	18.6%
14 or more years	19.0%

2. In no event shall a Nonelective Contribution be made on behalf of any Participant who has not been in a pay status for at least eight hours during the prior month. Nonelective Contributions shall be reflected in County payroll warrants issued on or about the fifteenth day of the month following the month in which the requisite pay status was completed.

SECTION 17. Subsection B of Section 5.28.450 is amended to read:

5.28.450 Election and benefit costs.

...

B. Elective Coverage.

1. Each Retirement Plan A, B, C, or D Member may elect LTD coverage equal to his Basic Monthly Compensation multiplied by 40 percent, or 60 percent.

2. Each Retirement Plan E Member who has less than five years of continuous service as of the commencement of the Plan Year for which he is eligible to make an election, may elect LTD coverage equal to his Basic Monthly Compensation multiplied by 40 percent, or 60 percent.

3. Each retirement Plan E Member who has five or more years of continuous service as of the commencement of the Plan Year for which he is eligible to make an election, may elect LTD coverage equal to his Basic Monthly Compensation multiplied by 60 percent.

4. LTD Health Insurance. Each Eligible Employee or Participant may elect a disability health insurance benefit hereinafter referred to as "LTD Health Insurance." LTD Health Insurance shall provide health insurance coverage on a concurrent basis with the payment of benefits under Section 5.28.460. For each Eligible Employee or Participant who elects this option, LTD Health Insurance shall provide employee health coverage to which the Eligible Employee or Participant would otherwise be entitled if not disabled pursuant to the rules set forth in the Election Information. Effective January 1, 2005, LTD Health Insurance will be extended to the survivor (including domestic partner as defined in Section 298.5 of the California Family Code) of an employee who is participating in the LTD Health Insurance protection program immediately prior to death.

...

SECTION 18. Subsection D of Section 5.28.510 is amended to read:

5.28.510 Survivor income benefits.

...

D. Benefit.

1. Upon the death of an SIB Participant, there shall be payable to his surviving spouse or domestic partner a monthly survivor benefit as determined under subsections A and B of this section. This benefit shall continue during and throughout the life of the surviving spouse or domestic partner. If there is no surviving spouse or domestic partner entitled to this benefit or if the surviving spouse or domestic partner dies before each child of the deceased SIB Participant, including a stepchild or adopted child, attains the age of 18 years, the benefit shall be paid to the child or children of the deceased SIB Participant then under age 18 as specified below. For the purposes of this section, "stepchild" means a stepchild who was dependent on the SIB Participant for support and maintenance at the time of the SIB Participant's death.

2. If the survivor benefit is to be paid to surviving children, then the benefit shall be divided among such children in equal amounts; provided, however, that the right of any such child to share in the benefits shall cease upon his death, or attainment of age 18. Notwithstanding any other provision of this subsection, the benefit otherwise payable to the surviving children of the deceased SIB Participant shall be paid to any such child through the age of 21 years if such child is regularly enrolled as a full-time student in an accredited school as determined by the CAO.

...

SECTION 19. Section 5.33.020 is amended to read:

5.33.020 Definitions. The following terms when used herein with initial capital letters, unless the context clearly indicates otherwise, shall have the following respective meanings:

A. "Benefit" means cash and/or one or more Nontaxable Benefits or Taxable Benefits.

- B. "Board" means the Los Angeles County board of supervisors.
- C. "CAO" means the chief administrative officer of the County appointed by the Board pursuant to the Los Angeles County Code.
- D. "Code" means the Internal Revenue Code of 1986, as amended.
- E. "Contribution" means any Nonelective Contribution or Elective Contribution made on behalf of a Participant pursuant to Section 5.33.040.
- F. "County" means the County of Los Angeles and (1) any governmental entity of which the Board is the governing body; and (2) the Los Angeles County Municipal Courts and the Los Angeles County Superior Court to the extent the operation of this Plan in said courts is otherwise authorized by state law or rules of court.
- G. "Dental Insurance Plan" means any of the dental insurance plans included in Items 6, 7 and 8 in the Materials definition set out in subsection M of this section.
- H. "Domestic Partner" means a qualified person pursuant to the provisions of Chapter 2.210 of the Los Angeles County Code.
- HI. "Effective Date" means July 1, 1989.
- IJ. "Elective Contribution" means the amount allocated to specific Taxable Benefits and/or Nontaxable Benefits at the election of a Participant equal to a reduction in his Eligible Earnings pursuant to Section 5.33.040 B.
- JK. "Eligible Earnings" means any compensation paid to an Eligible Employee for service performed for the County which is currently includable in gross income under the Code.
- KL. "Eligible Employee" means a full-time permanent employee of the County who is not in an Excluded Bargaining Unit and who is designated by the Board as eligible to participate in the Plan. For purposes hereof, "full-time permanent" means any employee appointed to an "A," "M," or "N" item pursuant to Title 6 of the Los Angeles County Code.
- LM. "Excluded Bargaining Unit" means an employee representation unit, for which there is no agreement between the representatives of the unit and the County as to the extension of the Plan to the employees in the unit.

MN. "Materials" means the booklets, manuals, handbooks, contracts, plan documents or sections thereof and other provisions of the Los Angeles County Code relating to the County-sponsored or County-approved union-sponsored health and welfare plans listed below, as the same may be amended or restated from time to time:

1. Kaiser Foundation Health Plan, Inc.;
2. Cigna Health Plans;
3. California Association of Professional Employees Health (CAPE) Plan;
4. Los Angeles County Fire Fighters Local 1014 Health and Welfare Plan;
5. Association for Los Angeles Deputy Sheriffs (ALADS) Health Plan;
6. Delta Dental Plan;
7. DELTACARE;
8. Safeguard Health Plans, Inc. Dental Plan;
9. Life insurance provided by the Cigna Employee Benefits

Companies exclusive of any life insurance provided under Section 5.36.070 or 5.36.075 of the Los Angeles County Code;

10. Accidental death and dismemberment insurance provided by the Cigna Employee Benefits Companies;
11. The Choices Health Care Spending Account Plan;
12. The Choices Dependent Care Spending Account Plan;
13. LTD Health Insurance provided under subsection H of Section 5.38.020 of the Los Angeles County Code.

NO. "Medical Insurance Plan" means any of the medical insurance plans included in Items 1 through 5 of the Materials definition set out in subsection M of this section.

OP. "Nonelective Contribution" means the amount available for allocation to particular Taxable Benefits and/or Nontaxable Benefits or for receipt as additional Eligible Earnings by a Participant pursuant to Section 5.33.040 A.

PQ. "Nontaxable Benefit" means participation in any health or welfare program sponsored by the County, or sponsored by an employee union and approved by the County, insured or uninsured, now existing or hereafter adopted, described in the Materials definition, the cost of which is excludable from the gross income of the Participant pursuant to Section 79, 105, 106 or 129 of the Code or any other applicable Code section as the same may be amended.

QR. "Participant" means any Eligible Employee or former Eligible Employee who meets the requirements for participation in the Plan set forth in Sections 5.33.030 and 5.33.050.

RS. "Plan" means the Choices Plan, as the same may be amended or restated from time to time.

ST. "Plan Year" means the period July 1, 1989 through December 31, 1989; provided, however, that, with respect to all periods subsequent to December 31, 1989, Plan Year shall mean the calendar year.

TU. "Taxable Benefit" means participation in certain health or welfare programs provided or sponsored by the County, insured or uninsured, now existing or hereafter adopted, described in the Materials definition, the cost of which will be treated by the County as includable in the gross income of the Participant pursuant to the Code as the same may be amended.

V. "Three Party Medical Insurance Coverage" means medical insurance coverage for a Participant and two or more of his dependents. Such coverage must be provided through the Plan by a Medical Insurance Plan.

UW. "Two Party Medical Insurance Coverage" means medical insurance coverage for a Participant and one of his dependents. Such coverage must be provided through the Plan by a Medical Insurance Plan.

SECTION 20. Subsection A of Section 5.33.040 is amended to read:

5.33.040 Contributions.

A. Nonelective Contributions.

1. Except as otherwise provided herein, for each month of the 2004 4 Plan Year (commencing with County pay warrants issued on or about January 15, 2004 4), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$293352.00, unless (a) said Participant is entitled to Two Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$497633.00; or (b) said Participant is entitled to Three Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$565749.00.

2. Except as otherwise provided herein, for each month of the 20025 Plan Year (commencing with County pay warrants issued on or about January 15, 20025), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$305375.00, unless (a) said Participant is entitled to Two Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$530679.00; or (b) said Participant is entitled to Three Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$613802.00.

3. Except as otherwise provided herein, for each month of the 20036 Plan Year (commencing with County pay warrants issued on or about January 15, 20036), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$317399.00, unless (a) said Participant is entitled to Two Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$563728.00; or (b) said Participant is entitled to Three Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$668860.00.

4. No Nonelective Contribution shall be contributed for any Participant if he has not been in a pay status for at least eight hours during the prior month.

Nonelective Contributions shall be reflected in County payroll warrants issued on or about the fifteenth day of the month following the month in which the requisite pay status was completed.

SECTION 21. Subsection A of Section 5.36.025 is amended to read:

5.36.025 Contribution to health insurance coverage for specified employees.

A. The maximum monthly County contribution rates set forth in the table below shall apply with respect to:

1. Monthly temporary and monthly recurrent employees (designed as "O" or "B" in Section 6.28.020 of this code who are (a) employed in classifications specifically approved for said special maximum monthly Contribution rates by the board of supervisors, and (b) otherwise entitled to a County contribution toward County-sponsored or County-approved union-sponsored health insurance coverage pursuant to the provisions of this chapter.

2. Monthly permanent 4/5 time employees (designed as "Z" in Section 6.28.020 of this code), and employed in a classification requiring a license to practice as a registered nurse.

Maximum Monthly County Contribution

Coverage	1-1-014	1-1-025	1-1-035
Employee	\$216288.00	\$234311.00	\$253335.00
Employee plus one dependent	369500.00	399546.00	430595.00
Employee plus two or more dependents	419572.00	454625.00	491683.00

SECTION 22. Subsections A and B of Section 5.36.027 are amended to read:

5.36.027 Contributions to health plan -- Additional eligible employees.

A. In addition to the eligible employees designated in Section 5.36.025, ~~employees designated in subsection B of this section,~~ who are enrolled in a health plan specifically approved for such employees by the board of supervisors, employees designated in subsection B of this section shall be entitled to a monthly contribution from the County toward the payment of the premiums on such plan. The amount of such monthly contribution shall not exceed the lesser of the actual monthly cost for the plan or the maximum monthly health insurance contribution otherwise provided for in this chapter for monthly temporary and monthly recurrent employees (designated as O and B respectively, in Section 6.28.020).

B. The provisions of this section shall apply to each daily as-needed, daily recurrent, hourly as-needed, or hourly recurrent employee (designated as C, E, F, or H, respectively, in Section 6.28.020 of this code) who:

1. Has completed at least one year of full-time employment immediately prior to enrollment in the health plan coverage provided for in this chapter in a daily as-needed, daily recurrent, hourly as-needed, or hourly recurrent capacity, excluding employment in positions designated in subsection B3 of Section 5.36.027. As used in this section, "full-time" means 40 hours per week adjusted for holidays and other approved absences in accordance with instructions issued by the chief administrative officer; and

2. Continues to work full-time in said daily as-needed, daily recurrent, hourly as-needed, or hourly recurrent capacity; and

3. Is not employed in:

a. A position compensated pursuant to the Physician Pay Plan,

or

~~b. A position of Relief Nurse, or any related position compensated pursuant to Note 22 of Section 6.28.050-25 of the County Code, or~~

eb. In any of the following positions:

Item No.	Title
8338	Librarian Intern
8242	Student Worker
8243	Student Professional Worker
5113	Student Worker, Nursing
5118	Senior Student Worker, Nursing
9344	Student X-Ray Technician (1st year) NC
9344	Student X-Ray Technician (2nd year) NC
9339	Student Case Worker, NC
9340	Student Clinical Social Worker, NC
9345	Student Diagnostic Ultrasound Technician, NC
8244	Student Intern Worker
5792	Student Nuclear Medicine Technician
9343	Student Psychiatric Case Worker, NC
5791	Student Radiation Therapy Technician
9342	Student Therapist, NC

SECTION 23. Subsection B of Section 5.36.029 is amended to read:

5.36.029 Contribution to health insurance for non-student part-time employees.

B. The provisions of this section shall apply to each daily as-needed, daily recurrent, hourly as-needed, hourly recurrent, monthly permanent 3/4 time and monthly permanent 4/5 permanent time (designated as C, E, F, H, Y and Z, respectively, in Section 6.28.020 of this code) who:

1. Has been in a pay-status for an average of 30 hours a week for the three consecutive months prior to enrollment in the County sponsored health plan. For purposes of this section, an employee will be deemed to have worked an average of 30 hours per week if, in the aggregate, ~~he works~~ he has been compensated the following number of hours over three consecutive months:

- a. 378 hours if employed on a daily or hourly basis,
- b. 534 hours if employed on a 3/4 time or 4/5 time monthly permanent basis;

2. Is not employed in a position compensated pursuant to the Physician Pay Plan, or

23. Is not employed in any of the following positions:

Item No.	Title
3422	Civil Engineering Student
8338	Librarian Intern
5118	Sr. Student Worker, Nursing
9339	Student Case Worker, NC
9345	Student Diagnostic Ultrasound Tech
8244	Student Intern Worker
9240	Student Medical Social Worker, NC
5792	Student Nuclear Medicine Technician
5355	Student Nurse - Midwife
8243	Student Professional Worker
3178	Student Professional Worker, MC, NCS
9903	Student Professional Worker, Superior Court
9343	Student Psychiatric Case Worker, NC
5791	Student Radiation Therapy Tech
9342	Student Therapist, NC
8242	Student Worker
3179	Student Worker, MC, NCS
5113	Student Worker, Nursing
9902	Student Worker, Superior Court
9344	Student X-Ray Technician (1 st Year), NC
9344	Student X-Ray Technician (2 nd Year), NC

SECTION 24. Subsection A of Section 5.36.080 A is amended to read:

5.36.080 Contributions to indemnity dental insurance coverage.

A. For employees enrolled in the county sponsored Delta Dental Plan, or any successor County sponsored indemnity dental plan, the county shall provide a monthly subsidy toward the cost of such coverage for each employee and each employee's covered family members, if any, equal to the difference between the employee

contribution rate as set forth in Table A, Table B, or Table C below, whichever is applicable, and the actual premium for the coverage if the premium exceeds the employee contribution rate.

TABLE A
Monthly ~~Employee~~Employer Contribution Rates Applicable to Participants in the Local 660 Cafeteria Program Established Under Chapter 5.37

Coverage	Effective 1-1-01 <u>4</u>	Effective 1-1-02 <u>5</u>	Effective 1-1-03 <u>6</u>
Employee only	\$55.00 <u>20.59</u>	\$45.00 <u>20.59</u>	\$30.00 <u>20.59</u>
Employee plus one dependent	65.00 <u>36.02</u>	55.00 <u>36.02</u>	50.00 <u>36.02</u>
Employee plus two or more dependents	75.00 <u>56.58</u>	75.00 <u>56.58</u>	75.00 <u>56.58</u>

TABLE B
Monthly ~~Employee~~Employer Contribution Rates Applicable to Participants in the Choices Plan Established Under Chapter 5.33

Coverage	Effective 1-1-01 <u>4</u>	Effective 1-1-02 <u>5</u>	Effective 1-1-03 <u>6</u>
Employee only	\$47.00 <u>14.37</u>	\$47.00 <u>17.48</u>	\$26.00 <u>20.59</u>
Employee plus one dependent	56.00 <u>25.98</u>	47.00 <u>31.00</u>	43.00 <u>36.02</u>
Employee plus two or more dependents	65.00 <u>40.77</u>	65.00 <u>48.60</u>	65.00 <u>56.58</u>

SECTION 25. Section 5.37.020 is amended to read:

5.37.020 Definitions. The following terms when used herein with initial capital letters, unless the context clearly indicates otherwise, shall have the following respective meanings:

- A. "Benefit" means cash and/or one or more Nontaxable Benefits or Taxable Benefits.
- B. "Board" means the Los Angeles County board of supervisors.
- C. "CAO" means the chief administrative officer of the County appointed by the Board pursuant to the Los Angeles County Code.

D. "Code" means the Internal Revenue Code of 1986, as amended.

E. "Contribution" means any Nonelective Contribution or Elective Contribution made on behalf of a Participant pursuant to Section 5.37.040.

F. "County" means the County of Los Angeles and (1) any governmental entity of which the Board is the governing body; and (2) the Los Angeles County Municipal Courts and the Los Angeles County Superior Court to the extent the operation of this Plan in said courts is otherwise authorized by state law or rules of court.

G. "Dental Insurance Plan" means any of the dental insurance plans included in the Materials definition set out in subsection O of this section.

H. "Dependent Care Expenses" means any "employment-related expenses" as defined in Section 44A(c)(2) of the Code incurred during a Plan Year by a Participant.

I. "Dependent Care Spending Account" means an individual account established and maintained for a Participant to which Contributions are periodically credited pursuant to Section 5.37.060 F of this chapter and from which Dependent Care Expenses are paid.

J. "Domestic Partner" means a qualified person pursuant to the provisions of Chapter 2.210 of the Los Angeles County Code.

JK. "Effective Date" means July 1, 1992, except that for Eligible Employees in Registered Nurses Representation Unit (Unit 311) and Supervisory Registered Nurses Representation Unit (Unit 312) the Effective Date shall mean April 1, 1992.

KL. "Elective Contribution" means the amount allocated to specific Taxable Benefits and/or Nontaxable Benefits at the election of a Participant equal to a reduction in his Eligible Earnings pursuant to Section 5.37.040 B.

LM. "Eligible Earnings" means any compensation paid to an Eligible Employee for service performed for the County which is currently includable in gross income under the Code.

MN. "Eligible Employee" means a full-time permanent employee of the County who is not in an Excluded Bargaining Unit and who is designated by the Board as

eligible to participate in the Plan. For purposes hereof, "full-time permanent" means any employee appointed to an "A," "M," or "N" item pursuant to Title 6 of the Los Angeles County Code.

NO. "Excluded Bargaining Unit" means an employee representation unit, for which there is no agreement between the representatives of the unit and the County as to the extension of the Plan to the employees of the unit.

OP. "Materials" means the booklets, manuals, handbooks, contracts, plan documents or sections thereof, and other provisions of the Los Angeles County Code relating to the County-sponsored or County-approved union-sponsored health and welfare plans listed below, as the same may be amended or restated from time to time:

1. Kaiser Foundation Health Plan, Inc.;
2. PacifiCare Health Plan;
3. Delta Dental Plan;
4. DELTACARE;
5. Safeguard Health Plans, Inc. Dental Plan;
6. Life insurance provided by the CIGNA Employee Benefits

Companies exclusive of any life insurance provided under Section 5.36.070 or 5.36.075 of the Los Angeles County Code;

7. Accidental death and dismemberment insurance provided by the CIGNA Employee Benefits Companies;

8. The Local 660 Health Care Spending Account;

9. The Local 660 Dependent Care Spending Account;

10. LTD Health Insurance provided under subsection H of Section 5.38.020 of the Los Angeles County Code.

PQ. "Medical Insurance Plan" means any of the medical insurance plans included in the Materials definition set out in subsection O of this section.

QR. "Maximum Amount" means the Contribution amount selected by a Participant (on an election form furnished by the County) for credit to his Dependent Care Spending Account; provided, however, that such amount shall not exceed the

lesser of \$400.00 per month or the "earned income" (as defined in Section 43(c)(2) of the Code) of the Participant, or, if the Participant is married, of either the participant or his spouse.

RS. "Medical Care" means amounts paid (1) for the diagnosis, cure, mitigation, treatment, or prevention of disease, or for the purpose of affecting any structure or function of the body; or (2) for transportation primarily for and essential to medical care referred to in R(1) above; or (3) for insurance covering medical care referred to in R(1) and (2) above. This definition is to be construed in accordance with Section 213(d)(1) of the Code.

ST. "Medical Expenses" means all expenses incurred during a plan year by a Participant for the Medical Care of himself, his spouse and his dependents (as defined in Section 152 of the Code), irrespective of whether such expenses were incurred in connection with such Participant's employment.

TU. "Nonelective Contribution" means the amount available for allocation to particular Taxable Benefits and/or Nontaxable Benefits or for receipt as additional Eligible Earnings by a Participant pursuant to Section 5.37.040 A.

UV. "One Party Medical Insurance Coverage" means medical insurance coverage for a Participant only. Such coverage must be provided through the Plan by a Medical Insurance Plan.

VW. "Nontaxable Benefit" means participation in any health or welfare program sponsored by the County, or sponsored by an employee union and approved by the County, insured or uninsured, now existing or hereafter adopted, described in the Materials definition, the cost of which is excludable from the gross income of the Participant pursuant to Section 79, 105, 106, or 129 of the Code or any other applicable Code section as the same may be amended.

WX. "Participant" means any Eligible Employee or former Eligible Employee who meets the requirements for participation in the Plan set forth in Sections 5.37.030 and 5.37.050.

XY. "Plan" means the Local 660 Cafeteria Plan, as the same may be amended or restated from time to time.

YZ. "Plan Year" means the period July 1, 1992 through December 31, 1992, excepting for Registered Nurses Representation Unit (Unit 311) and Supervisory Registered Nurses Representation Unit (Unit 312) for which Plan Year shall mean April 1, 1992 through December 31, 1992; provided, however, that with respect to all periods subsequent to December 31, 1992, Plan Year shall mean the calendar year.

ZAA. "Taxable Benefit" means participation in certain health or welfare programs provided or sponsored by the County, insured or uninsured, now existing or hereafter adopted, described in the Materials definition, the cost of which will be treated by the County as includable in the gross income of the Participant pursuant to the Code as the same may be amended.

AABB. "Two-Party Medical Insurance Coverage" means medical insurance coverage for a Participant and one of his dependents. Such coverage must be provided through the Plan by a Medical Insurance Plan.

BBCC. "Three-Party Medical Insurance Coverage" means medical insurance coverage for a Participant and two or more of his dependents. Such coverage must be provided through the Plan by a Medical Insurance Plan.

SECTION 26. Subsection A of Section 5.38.010 is amended to read:

5.38.010 Definitions.

A. 1. "Basic monthly compensation" means the average monthly base rate, as established in Title 6 of this code, as amended, on salaries, hereinafter referred to as "Title 6," for the position or positions the employee held during the 12 consecutive months immediately preceding the qualifying period; provided, however, that in no event shall the basic monthly compensation include the following:

- a. Overtime compensation; or
- b. Any lump-sum payoff or reimbursement for unused accumulated overtime, vacation, holiday time, or sick leave benefits; or
- c. Compensation from two or more positions held on a concurrent basis.

2. In any case in which the base rate is established in Title 6 on other than a monthly basis, the equivalent monthly base rate provided for in Chapter ~~6.446.15~~ of Title 6 shall be deemed to be the monthly base rate for purposes of this section.

...

SECTION 27. Subsection H of Section 5.38.020 is amended to read:

5.38.020 Disability benefits.

...

H. LTD Health Insurance.

1. An employee that is eligible for the Choices Plan or Local 660 Cafeteria Program may elect a disability health insurance benefit hereinafter referred to as "LTD Health Insurance." LTD Health Insurance shall provide health insurance coverage on a concurrent basis with the payment of disability benefits under this Section 5.38.020. For each employee who elects this option, LTD Health Insurance shall provide employee health coverage to which the employee would otherwise be entitled if not disabled pursuant to the rules set forth in the applicable Choices Materials as defined in subsection M of Section 5.33.020 or the Local 660 Cafeteria Program Materials as defined in subsection O of Section 5.37.020.

2. The cost of LTD Health Insurance shall be borne entirely by the employees who elect this benefit through the Choices Plan or the Local 660 Cafeteria Program. Such cost shall be paid in the form of monthly employee contributions determined by the County to be the amount necessary to subsidize 75 percent of the cost of the health insurance actually provided under this provision. The remaining 25

percent shall be paid for by monthly employee payments at the time the coverage is received.

3. Any employee otherwise eligible to make benefit elections under the Choices Plan or the Local 660 Cafeteria Program may elect the LTD Health Insurance set forth in this subsection H; provided, however, that any employee who makes such election while either receiving benefits under this Plan or completing the Qualifying Period shall not be entitled to actually receive LTD Health Insurance unless and until the employee returns to work. Beginning on January 1, 2005, LTD Health Insurance will be extended to the survivor (including a domestic partner as defined in Section 298.5 of the California Family Code) of an employee who is participating in the LTD Health Insurance Protection Program immediately prior to death.

4. LTD Health Insurance shall first be available under the Choices Plan and Local 660 Cafeteria Program beginning January 1, 2002. The provisions of this Section 5.38.020 H shall first be reflected on County pay warrants issued on or about January 15, 2002

SECTION 28. Subsections A and C of Section 5.38.040 are amended to read:

5.38.040 Survivor benefits.

A. 1. Upon the death of:

a. An employee either:

i. As a direct consequence and result of injury or disease arising out of and in the course of the performance of his or her assigned duties, or

ii. After five years of continuous service with the County,

or

b. A disability beneficiary; there shall be payable a survivor benefit to his or her surviving spouse or domestic partner consisting of a monthly payment equal to 50 percent of that disability benefit, as defined in Section 5.38.020, to which the disability beneficiary was entitled or the employee would have been entitled if the employee had been totally disabled immediately preceding his or her death; provided, however, effective July 1, 2001 said 50 percent survivor benefit shall be adjusted to 55 percent. This benefit shall continue during and throughout the life of the spouse or domestic partner; provided, however, that no benefit shall be paid to a ~~surviving spouse~~ survivor of a deceased disability beneficiary who was not married to ~~the disability beneficiary~~ or certified pursuant to Section 2.210.020 of this code as a domestic partner prior to the qualifying period. ~~If there be no surviving spouse or domestic partner is~~ entitled to this benefit, or if he or she dies before every child of such deceased employee or deceased disability beneficiary, including a stepchild or adopted child, attains the age of 18 years, then the benefit which the surviving spouse or domestic partner would have received had she or he lived shall be paid to the child or children of the deceased employee or deceased disability beneficiary under the age of 18 years. For the purposes of this section, "stepchild" means a stepchild that was dependent on the employee for support and maintenance at the time of the employee's death.

2. If the survivor benefit is to be paid to surviving children, then the benefit shall be divided among such children in equal amounts; provided, however, that the right of any such child to share in the benefits shall cease upon his or her death, marriage, or upon attaining the age of 18 years. Notwithstanding any other provision of this subsection, the benefit otherwise payable to the children of the deceased employee or deceased disability beneficiary shall be paid to such children through the age of 21 years if such children remain unmarried and are regularly enrolled as full-time students in an accredited school as determined by the chief administrative officer.

C. Should the surviving spouse or domestic partner fail to cooperate with the County for a period of 90 days, the benefit shall be payable to the surviving children of the deceased employee or deceased disability beneficiary who otherwise meet all eligibility requirements. In the event that the survivor benefit is paid to the surviving children, duplicate payment for the same period shall not subsequently be payable to a surviving spouse or domestic partner.

SECTION 29. Section 5.38.050 is amended to read:

5.38.050 Exclusions. Types of Exclusions. The benefits provided for under this Plan shall not be payable for any:

A. Total Disability not justified by prevailing medical evidence and treatment.

AB. Disability or death resulting from or contributed to, by any one or more of the following:

1. Intentionally self-inflicted injuries,
2. Participation in or consequences of having participated in the commission of a felony,
3. War or any act of war, declared or undeclared,
4. Any exclusion or other condition making an individual ineligible for disability benefits under the Federal Social Security Act, other than not being insured under that Act; or

BC. Disability resulting from, or contributed to, by mental or nervous disorder, drug addiction, or alcoholism, except while the employee is under regular care in a planned program of observation and treatment by a licensed physician or surgeon as required by applicable medical standards.

SECTION 30. Section 5.72.050 is amended to read:

5.72.050 Uniforms -- Deputy sheriffs, deputy marshals, deputy marshal, matrons, security officers, marshal, and firefighters. Persons employed in the Items listed below shall be entitled to have issued to them certain items of initial uniform

and equipment. Such issue shall be restricted to the initial equipping of newly hired persons and shall remain the property of the county until such a time as normal wear makes them valueless to the county. The chief administrative officer shall annually list those items to be issued and the period of time that they must be used before being presumed to be valueless to the county.

Item No.	Title
0198	Fire Fighter Trainee
0199	Fire Fighter (56 Hours)
2432	Fire Dispatcher I
2433	Fire Dispatcher II
2707	Deputy Sheriff Trainee
2708	Deputy Sheriff
3215	Security Officer I, Marshal
3216	Security Officer II, Marshal
9623	Legal Services Specialist, Marshal
9625	Deputy Marshal, Matron
9626	Deputy Marshal Trainee
9627	Deputy Marshal

SECTION 31. Section 5.72.053 is amended to read:

5.72.053 Uniform allowance -- Peace officers.

A. Any person employed in a position of Captain (Item No. 2721), Captain, DA (Item No. 2896), Commander (Item No. 2723), Commander, DA (Item No. 2898), Detective (UC) (Item No. 9977), Detective (UC) (Item No. 9978), or Detective (UC) (Item No. 9980) shall be entitled to annual lump-sum payments as follows:

1. \$1,000.00 payable between ~~December 1, 2000~~January 15, 2004 and ~~December 15, 2000~~January 30, 2004, provided such person was employed in said position on November 1, ~~2000~~2003;

2. \$1,000.00 payable between December 1, ~~2001~~2004 and December 15, ~~2004~~2004 provided such person was employed in said position on November 1, ~~2004~~2004;

3. \$1,000.00 payable between December 1, ~~2002~~2005 and December 15, ~~2002~~2005 provided such person was employed in said position on November 1, ~~2002~~2005.

B. All payments made pursuant to this section shall be made by separate payroll warrant.

C. Any person employed in a position of Division Chief, Sheriff (UC) (Item No. 9968), or Detective (UC) (Item No. 9979), shall be entitled to annual lump-sum payments as follows:

1. \$500.00 payable between ~~December 1, 2000~~January 15, 2004 and ~~December 15, 2000~~January 30, 2004 provided such person was employed in said position on November 1, ~~2000~~2003;

2. \$500.00 payable between December 1, ~~2001~~2004 and December 15, ~~2001~~2004, provided such person was employed in said position on November 1, ~~2001~~2004;

3. \$500.00 payable between December 1, ~~2002~~2005 and December 15, ~~2002~~2005, provided such person was employed in said position on November 1, ~~2002~~2005.

SECTION 32. Section 5.72.200 is amended to read:

5.72.200 Uniform allowance -- Safety police. Any person employed in a position of Chief, Office of Public Safety(UC) (Item No. 2853), ~~a~~Assistant, ~~e~~Chief ~~p~~Park Ranger ~~s~~Services (Item No. 2848), ~~and~~ ~~a~~Assistant, ~~e~~Chief ~~s~~Safety ~~p~~Police (Item No. 2838), ~~and special assistant, safety police services (Item No. 2847)~~ shall be entitled to annual lump-sum payments as follows:

1. \$600.00 provided such person was employed in said position on January 1, ~~1998~~ 2004;

2. \$600.00 provided such person was employed in said position on January 1, ~~1999~~ 2005;

3. \$600.00 provided such person was employed in said position on January 1, ~~2000~~ 2006.

SECTION 33. Subsections A and B of Section 6.02.030 are amended to read:

6.02.030 Provisions continued -- Administrative clarification and inadvertent omissions.

A. The provisions of ~~this~~ Titles 5 or 6, insofar as they are substantially the same as the existing ordinance provisions relating to the same subject matter, shall be construed as restatements and continuations and not as new enactments.

B. In the event the chief administrative officer finds that any provision of ~~this~~ Titles 5 or 6 needs clarification or correction, the chief administrative officer may, with the advice of county counsel, issue administrative instructions that interpret ambiguous or complex provisions, correct any defects, supply any omissions and reconcile any inconsistencies of said provisions as enacted.

...

SECTION 34. Section 6.08.220 is amended to read:

6.08.220 ~~Step placement~~Salary upon initial appointment.

A. Physician, MD. Any person appointed to any position in this classification who has less than one year of experience as a physician, exclusive of internship, shall be placed on Step 3 of Schedule P1. Any person so appointed who has at least one year of experience as a physician shall be placed one additional step higher in the range for each year of experience not to exceed 10 additional steps.

B. Physician Specialist, MD.

1. Except in the case of persons assigned to preventative medicine, any person appointed to any position in this classification who has completed a formal residency, or the equivalent, approved by the appropriate American Medical Specialty Board, who is assigned to that specialty, and who has less than one year of experience exclusive of an internship and residency, shall upon said appointment, be placed on

Step 3 of the schedule for that specialty as set forth in subsection B of Section 6.08.210. Any person so appointed who is assigned to the specialty of preventative medicine, who has less than one year of experience as a physician, shall upon appointment, be placed at Step 1 of P4. ~~Any person so appointed who has at least two years of experience as a physician, exclusive of an internship and residency, shall be placed one additional step higher in the range for each two years of such experience to a maximum of five additional steps.~~

2. Any person so appointed who has at least two years of experience as a physician, exclusive of an internship and residency, shall be placed one additional step higher in the range for each two years of such experience to a maximum of five additional steps.

23. In the case of persons not meeting the criteria stated above, appointments to a position of Physician Specialist, MD in the specialty of emergency medicine requires prior written approval of the head of the department in which the physician is employed.

C. Management Physicians and Dental Directors. Any person appointed to any position in the classifications listed in subsection B of Section 6.08.210 who has less than one year of experience as a physician or dentist, exclusive of an internship and residency, shall be placed on Step 3 of the applicable schedule. Any person so appointed who has at least two years' experience as a physician, or dentist, exclusive of an internship and residency, shall be placed one step higher in the range for each two years of such experience to a maximum of five additional steps.

D. Chief Medical Examiner-Coroner. By specific action, the board may provide for step placement of any person appointed to the position of Chief Medical Examiner-Coroner at any step within the established salary range for such position on the Physician P Schedule. Succeeding step advancement in such a case will be made as provided in Section 6.08.230 B, unless an exception is specifically authorized by action of the board.

E. Special Step Placement Provisions. At the request of the department head, the chief administrative officer may approve the placement of any physician compensated pursuant to this Part 2 at any step of the appropriate schedule of the current Mental Health Psychiatrist Range or the Physician P or M Table, except that the rate shall not be lower than that provided in paragraph 1 of subsection B above.

F. Manpower Shortage Ranges. A manpower shortage range is an alternative range which is at least one schedule, but not more than six schedules above the salary schedule established for a physician class in this Part 2 and any applicable monthly bonus which is established in this Part 2.

1. Determination of Range. When requested by the department head and the chief administrative officer finds, after investigation, that a critical manpower shortage exists for certain positions within a physician classification, he may approve the establishment of a manpower shortage range.

2. Establishment of Range. The chief administrative officer may establish such a manpower shortage range by authorizing the appointment of persons to specific positions within a classification at the specific alternate manpower shortage range designated by the chief administrative officer.

3. Application of Range. The range may apply to a permanent or temporary position, regardless of whether it is compensated on a monthly, daily or hourly basis. The rate may apply to any type of appointment, such as original, promotion, reinstatement, except an appointment resulting from an involuntary demotion.

4. Effect on Filled Positions. A person already employed in a position to which a manpower shortage range applies, whose base rate is less than the established range, shall be advanced to the established range.

5. Step Advancement and Promotion. Persons receiving compensation pursuant to this section shall be entitled to step advancement and step placement upon promotion as designated by the chief administrative officer.

6. Annual Review. At least once annually, the chief administrative officer shall review all manpower shortage ranges and may discontinue the authority to appoint persons to a manpower shortage range if he finds that a critical manpower shortage no longer exists and the needs of the county have been met. The current rate of pay of any person already employed shall not be affected by such discontinuation; however, further advancement shall be limited to that fixed by this Part 2 for his position.

7. Not a Base Rate. Manpower shortage ranges approved pursuant to this section do not constitute a base rate.

SECTION 35. Subsections A and B of Section 6.08.260 are amended to read:

6.08.260 Occasional physician services.

A. Beginning on the effective date, a physician employed as a Clinic Physician, MD (Item No. 5469) or Clinic Physician, MD (Item No. 5468) shall be compensated at the rates shown in the following table. A physician shall not be compensated as a Clinic Physician, MD (Item No. 5468) at the session rate without prior approval of the department head. In no event shall the aggregate compensation of a physician provided for in this subsection A exceed the annual compensation limit shown in the following table during any one calendar year.

Effective Date	Clinic Physician, MD (Item No. 5469) Rate for first 90 minutes of Assigned Shift	Clinic Physician, MD (Item No. 5469) Rate Each Additional Hour Assigned Shift	Clinic Physician, MD (Item No. 5468) Per Session Rate	Annual Compensation Limit
October 1, 1992	\$94	\$46	\$207	\$31,228
October 1, 2000	\$110	\$55	\$248	\$37,448
July 1, 2001	\$112	\$56	\$252	\$38,052
October 1, 2001	\$115	\$58	\$260	\$39,260
July 1, 2002	\$117	\$59	\$265	\$40,015
October 1, 2002	\$119	\$60	\$269	\$40,619
January 1, 2005	\$122	\$62	\$276	\$41,634
January 1, 2006	\$125	\$63	\$283	\$42,675

B. Beginning on the effective date, a physician employed as a Mental Health Consultant, MD (Item No. 5470) or a Consulting Specialist, MD (Item No. 5471) shall be compensated at the hourly rates shown in the following table, unless the department head has specifically authorized compensation on a per-session basis, in which case the physician shall be compensated as a Mental Health Consultant, MD (Item No. 5467) or a Consulting Specialist, MD (Item No. 5472) at the session rate shown in the table. In no event shall the aggregate compensation of a physician provided for in this subsection B exceed the annual compensation limit shown in the following table during any one calendar year.

Effective Date	Hourly Rate for first hour of assigned shift	Hourly Rate for the Second, Third and Fourth Hours of Assigned Shift	Hourly Rate for Fifth Hour of Assigned Shift	Hourly Rate for Each Consecutive Additional Hour of Assigned Shift	Session Compensation Item Nos. 5467 and 5472 Only	Annual Compensation Limit
October 1, 1992	\$94	\$46	\$94	\$46	\$231	\$43,708
October 1, 2000	\$110	\$55	\$110	\$55	\$275	\$51,975
July 1, 2001	\$112	\$56	\$112	\$56	\$280	\$52,920
October 1, 2001	\$115	\$58	\$115	\$58	\$289	\$54,624
July 1, 2002	\$117	\$59	\$117	\$59	\$294	\$55,566
October 1, 2002	\$119	\$60	\$119	\$60	\$299	\$56,511
January 1, 2005	\$122	\$62	\$122	\$62	\$306	\$57,924
January 1, 2006	\$125	\$63	\$125	\$65	\$314	\$59,372

SECTION 36. Subsection A of Section 6.08.330 is amended to read:

6.08.330 Management Appraisal and Performance Plan salary adjustment provisions.

A. Recommendation by Director of Personnel. The director of personnel shall ~~may~~ for each fiscal year recommend to the board of supervisors the percentage adjustment of the Base Salary Movement and the Service Recognition Factor Adjustment for distribution to Plan Participants in consultation with the chief administrative officer, based on performance ratings, external market conditions and other factors approved by the board.

SECTION 37. Subsections C and D of Section 6.10.020 are amended to read:

6.10.020 Night service bonus rates.

C. In lieu of the bonus provided in subsection B above, an hourly bonus in the amount provided herein shall be paid to any employee employed in a position in one of the indicated classifications or series of classifications for each hour he works during an evening or night shift.

~~1.~~ An \$.85-per-hour bonus for the following classes:

Item No.	Title
5508	Intern Pharmacist
5516	Pharmacy Supervisor I

Item No.	Title
5518	Pharmacy Supervisor II
5510	Pharmacy Resident

~~2.~~ ~~Interim Permittee, Nursing (Item No. 5332) shall be paid the same evening or night shift bonus as paid to Staff Nurse (Item No. 5335).~~

~~3.~~ A \$.35 per hour bonus effective July 1, 1982 for the following classes:

Item No.	Title
8443	Museum Publications Associate

D. This Section 6.10.020 shall not apply to employees employed in the following positions, groups, or series of classifications or to positions otherwise indicated unless specifically approved by the board of supervisors:

1. Fire Protection Series;
 2. Human Relations Consultant;
 3. Law Enforcement ~~Group~~Series and Law Investigation Series;
 4. Lifesaving and Harbor Patrol Series;
 5. Persons assigned to greater than 40-hour workweeks;
 6. ~~Rainfall Observers;~~
 76. Recreation Series;
 87. Security Guard Series;
 98. Training positions such as students, interns, and resident physicians.
- ...

SECTION 38. Section 6.10.090 is amended to read:

6.10.090 Acting department head -- Additional compensation.

A. When a position of department head is vacant, the chief deputy or any person designated by the board of supervisors who may act as the department head on a temporary basis shall, beginning with the seventh month of such acting-capacity assignment, and for the duration of such acting-capacity assignment, receive compensation at a rate two schedules higher than that established for his position in Section 6.28.050, ~~except that such compensation shall be in addition to any compensation payable pursuant to Section 6.10.080.~~

B. Any person receiving a bonus pursuant to the provisions of this section shall retain the same step placement and anniversary date that he had prior to receiving said bonus.

SECTION 39. Subsection D of Section 6.10.100 is amended to read:

6.10.100 Longevity bonus.

...

D. The additional compensation provided by this section shall constitute a base rate. ~~However, notwithstanding the provisions of Chapter 6.14 of this title, no overtime shall be paid based on this longevity bonus.~~

SECTION 40. Subsection D of Section 6.10.130 is deleted in its entirety.

6.10.130 Call-back pay.

....

~~D. In addition to all other compensation provided for in this code, \$5.00 shall be paid to persons employed in Superior Court Clerk (Item No. 1422) positions each time they qualify for compensation under this Section 6.10.130.~~

SECTION 41. Subsection B of Section 6.10.150 is amended to read:

6.10.150 Various special rates.

...

B. 1. Except as provided in subparagraph 2 of this subsection below, any person who is employed in a permanent full-time Registered Nurse position and who has worked at least three but less than five consecutive years in such position shall be entitled to receive additional compensation at the rate of \$40.00 per pay period; and any person who has worked at least five consecutive years in a permanent full-time Registered Nurse position shall be entitled to receive additional compensation at the rate of \$55.00 per pay period provided said persons have served in one or more such positions during which all performance evaluations were "competent" or better.

2. Persons employed on any of the following registered nurse classes, shall not receive the compensation provided by this subsection B:

Item No.	Title
5295	Assistant Nursing Director, Administration
5287	Assistant Nursing Director, Education
5302	Chief Nurse, Midwifery Services
5304	Chief Nursing Officer I
5308	Chief Nursing Officer II
5309	Chief Nursing Officer III
5298	Clinical Nursing Director I
5299	Clinical Nursing Director II
5300	Clinical Nursing Director III
5288	Nursing Director, Education
5296	Nursing Director, Administration
5297	Nursing Director, Research
5286	Nurse Manager

SECTION 42. Section 6.12.060 is amended to read:

6.12.060 Special paid leave for certain temporary and recurrent employees.

A. Eligibility. Employees holding temporary or recurrent positions during part or all of calendar years ~~1999, 2000, 2001 and/or 2002~~2003, 2004, 2005 and/or 2006 who are employed in classifications approved by the board shall be eligible for paid leave pursuant to the provisions of this section. For purposes of this section, a "temporary or recurrent position" is any position designated as an hourly as-needed item ("F" item) or an hourly recurrent item ("H" item) pursuant to Section 6.28.020.

B. Earning and Accrual of Paid Leave. An eligible employee shall earn paid leave to a maximum of 24 hours per calendar year based on the total number of days worked during the year of eligibility, as shown below. For this purpose at least one hour of work per day shall constitute one day of work; provided, however, that no employee shall receive credit for days worked during any period when the employee was not exclusively employed in an eligible temporary position or any period which does not fall within calendar years ~~1999, 2000, 2001 and/or 2002~~2003, 2004, 2005 and/or 2006.

Minimum Number of Days Worked	Amount of Paid Leave
60 days	8 hours
100 days	16 hours
140 days	24 hours

Paid leave as shown above shall be credited to the employee on January 1st following the year in which it is earned.

C. Use of Leave. Paid leave, in increments of eight hours only, may be taken off, subject to prior approval of the appointing authority, or paid off at the employee's request during the calendar year in which it was credited to the employee, and shall not be carried over to any subsequent year.

D. Pay for Unused Leave. Unused credited leave shall be paid off under any one or more of the following conditions:

1. At the employee's request;
2. At the end of the calendar year in which it was credited to the employee;
3. At the employee's termination from county service.

Pay for unused leave shall be at the employee's workday rate in effect at the time of payment.

E. 1. This section shall not apply to anyone employed on any of the following items:

Item No.	Title
2923	Ocean Lifeguard
2924	Senior Ocean Lifeguard
2953	Lake Lifeguard
2954	Senior Lake Lifeguard

2. Additionally, this section shall not apply to anyone reinstated pursuant to Civil Service Rule 17.01B.

SECTION 43. Section 6.20.030 is amended to read:

6.20.030 Full-pay sick leave special provisions.

A. In addition to other authorized uses, with the prior approval of the department head, an employee may use accrued sick leave at full pay for:

1. Nonemergency medical or dental care; or
2. ~~Any personal reason that does not interfere with the public service mission of the department or the County to a maximum of 24 working hours in any one calendar year, or in the case of employees employed on a 56-hour workweek to a maximum of 36 working hours in any one calendar year, or in the case of persons employed in positions requiring a California license to practice nursing, a maximum of 48 working hours in any one calendar year.~~

~~Effective January 1, 1999, any personal reason that does not interfere with the public-service mission of the department or the County to a maximum of 40 working hours in any one calendar year, or in the case of employees employed on a 56-hour workweek to a maximum of 60 working hours in any one calendar year, or in the case of persons employed in positions requiring a California license to practice nursing, a maximum of 48 working hours in any one calendar year.~~

2. Effective January 1, 2000, any personal reason that does not interfere with the public-service mission of the department or the County to a maximum of 48 working hours in any one calendar year, or in the case of employees employed on a 56-hour workweek to a maximum of 72 working hours in any one calendar year.

3. Effective January 1, 2004, any personal reason that does not interfere with the public-service mission of the department or the County to a maximum of 72 working hours in any one calendar year, or in the case of employees employed on a 56-hour workweek to a maximum of 108 working hours in any one calendar year.

B. Upon termination from County service, an employee who holds a permanent full-time position and who has at least five years of continuous service shall receive payment for accumulated sick leave at full pay to a maximum of 720 working

hours, or in the case of employees assigned to a 56-hour workweek schedule, to a maximum of 1,080 working hours. Such payment as provided in Section 6.24.040 shall be computed at the workday hourly rate of pay in effect on the employee's final day of County service, and shall be equal to the total time which results from the sum of:

1. All unused sick leave at full pay accumulated prior to January 1, 1971; plus either:
 2. For an employee with a continuous service date of July 1, 1986, or later: one-half of all unused sick leave at full pay accumulated on or after January 1, 1971; or
 3. For an employee with a continuous service date earlier than July 1, 1986:
 - a. One-half of all Carryover Sick Leave at full pay accumulated on or after January 1, 1971, plus
 - b. One-half of the Sick Leave Maximum Hours authorized for the employee's class at the time of termination, less any Current Sick Leave taken. ~~No payment shall be made for unused special sick leave granted pursuant to Section 6.20.025 C.~~

C. When an employee who holds a permanent, full-time position and who has at least five years of continuous service is granted a maternity leave of absence, she may elect to receive all or part of the benefits set forth in subsection B of this section as if she were terminating.

D. Any employee who is reemployed pursuant to the Civil Service Rules following a layoff from permanent status or a release from monthly recurrent status shall be entitled to have restored to him any previously earned and unused full-pay sick leave not previously paid for pursuant to subsection B or C of this section. This provision shall not apply to daily as-needed, daily recurrent, or part-time employees.

E. Notwithstanding any other provision of this Chapter 6.20, persons on a leave of absence for union business pursuant to the rules of the civil service commission shall not be credited with sick leave during such leave of absence.

F. Full-time, permanent employees who are approved by the board may be paid for unused, full-pay sick leave pursuant to the following:

1. An employee who elects to receive payment for unused sick leave as provided herein shall make his election known in a manner prescribed by management within one month following the date the employee qualifies for said payment. In all cases, a sick-leave "day" shall be adjusted as follows if the employee works other than an eight-hour day:

a. For employees on a 56-hour-per-week basis, a sick-leave "day" shall mean 12 hours;

b. For purposes of this subsection, employees represented by the Joint Council of Interns and Residents of Los Angeles County (Unit No. 323) shall be paid for unused full-pay sick leave as if they were full-time permanent employees.

2. For classes approved by the board of supervisors, following each six-month eligibility period defined in the table below, an eligible employee may, at his option, be paid for up to three sick-leave days in lieu of carrying such days if the employee used no sick leave for any reason during the six-month eligibility period and if by the last calendar day of such period he had completed at least 12 months of continuous service. Such payment shall be computed on the basis of the workday rate in effect on the last calendar day of the period.

Eligibility Periods Defined

Beginning Date	Ending Date
July 1, 2000	December 31, 2000
January 1, 2001	June 30, 2001
July 1, 2001	December 31, 2001
January 1, 2002	June 30, 2002
July 1, 2002	December 31, 2002
January 1, 2003	June 30, 2003
July 1, 2003	December 31, 2003
January 1, 2004	June 30, 2004
July 1, 2004	December 31, 2004
January 1, 2005	June 30, 2005
July 1, 2005	December 31, 2005
January 1, 2006	June 30, 2006
July 1, 2006	December 31, 2006

SECTION 44. Subsections A and D of Section 6.20.080 are amended to read:

6.20.080 Other leaves of absence.

A. Bereavement Leave. Any person employed in a full-time permanent position who is compelled to be absent from duty because of death of his father, mother, stepfather, stepmother, father-in-law, mother-in-law, brother, sister, husband, wife, child, stepchild, grandfather, grandmother, grandchild, or domestic partner, or domestic partner's father, mother, stepfather, stepmother, child, stepchild, or grandchild shall be allowed the time necessary to be absent from work at his regular pay for not more than three working days, or in the case of employees employed on a 56-hour workweek in the probation department, not more than 36 working hours, and all other employees employed on a 56-hour workweek not more than 33 working hours; provided that, effective January 1, 1999, an employee, who is required to travel a minimum of 500 miles one-way in connection with such absence, shall be eligible to receive two additional working days of bereavement leave.

D. Jury Duty. Any employee in a permanent position who is ordered to serve on a jury shall be allowed the necessary time to be absent from work at his regular pay, provided he deposits any fees received for such jury service with the County treasurer. Further, upon prior notice from the employee, and subject to receipt of a "certificate of jury service" (Jury Form 4), the department head will, when appropriate, and in accordance with regulations issued by the Chief Administrative Officer, convert the employee's usual shift to the department's regular five-day (40 hours per week), Monday through Friday day shift, during the period of time he is subject to reporting to the court for jury duty.

...

L. Family Medical Leave. Effective January 1, 2004. Subject to the provisions of the Federal Family and Medical Leave Act and the California Family Rights Act, spouse shall be deemed to include a domestic partner as defined in Chapter 2.210 of the Los Angeles County Code. Nothing in this section is intended to provide additional benefits beyond that which is mandated by Federal or State law, except that a domestic partner and his or her children may qualify an employee as eligible for Family Medical Leave/California Family Rights Act.

SECTION 45. Subsection F of Section 6.21.010 is amended to read:

6.21.010 Leave donation for nonrepresented employees.

...

F. Transfers are irrevocable. If any donated hours remain at the end of the employee's catastrophic or emergency leave, they shall remain for the sole use of the recipient, as otherwise permitted by the County Code, except that if the employee dies, the remaining 100% sick leave must be returned to the donor on a "last in first out basis".

SECTION 46. Section 6.26.040 County of Los Angeles Salary Tables is amended by deleting the following tables: Management Appraisal and Performance

Plan Salary Structure Tables F, G and H; Physician P Schedule Table G and Management Physician M Schedule Tables A, B, C, and D.

SECTION 47. Section 6.26.40 County of Los Angeles Salary Tables is amended by adding the following tables: Management Appraisal and Performance Plan Salary Structure Tables J and K; Physician P Schedule Tables I and J; and Management Physician M Schedule F and G.

**MANAGEMENT APPRAISAL AND PERFORMANCE PLAN
SALARY STRUCTURE TABLES**

Table J -- Effective January 1, 2005

Salary Structure for Management Classifications -- (R schedule)

Range	Minimum	Control Point	Maximum
1	38,656	48,320	57,985
2	41,556	51,944	62,334
3	44,672	55,840	67,008
4	48,023	60,029	72,034
5	51,625	64,530	77,437
6	55,497	69,372	83,246
7	59,659	74,574	89,489
8	64,134	80,167	96,201
9	68,944	86,180	103,416
10	74,115	92,644	111,172
11	79,674	99,593	119,512
12	85,647	107,062	128,475
13	92,074	115,092	138,110
14	98,979	123,725	148,469
15	106,403	133,004	159,604
16	114,383	142,979	171,575
17	122,961	153,702	184,443
18	132,184	165,230	198,275
19	142,097	177,622	213,147
20	152,756	190,944	229,133

Salary Structure for Attorney Classifications - (A schedule)

A1	116,816	146,021	175,225
A2	119,889	149,862	179,833
A3	122,965	153,706	184,448
A4	126,036	157,546	189,055

**MANAGEMENT APPRAISAL AND PERFORMANCE PLAN
SALARY STRUCTURE TABLES**

Table K -- Effective January 1, 2006

Salary Structure for Management Classifications -- (R schedule)

Range	Minimum	Control Point	Maximum
1	39,623	49,528	59,434
2	42,595	53,243	63,892
3	45,789	57,236	68,683
4	49,224	61,530	73,835
5	52,916	66,144	79,373
6	56,884	71,106	85,327
7	61,150	76,438	91,726
8	65,737	82,171	98,606
9	70,668	88,334	106,001
10	75,968	94,960	113,951
11	81,665	102,082	122,499
12	87,788	109,738	131,687
13	94,376	117,969	141,563
14	101,454	126,818	152,181
15	109,063	136,329	163,594
16	117,243	146,554	175,864
17	126,035	157,545	189,054
18	135,489	169,360	203,232
19	145,650	182,063	218,475
20	156,574	195,717	234,861

Salary Structure for Attorney Classifications - (A schedule)

A1	119,736	149,672	179,606
A2	122,886	153,608	184,329
A3	126,039	157,548	189,059
A4	129,187	161,485	193,781

TABLE I

See section 6.08.200 B

**Physician P Schedule
For the Period Commencing January 1, 2005**

Monthly Step Rates

Schedule Number	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1	6474	6652	6835	7023	7216	7414	7618	7828	8043	8264	8491	8725	#N/A
2	7215	7413	7617	7826	8041	8263	8490	8723	8963	9210	9463	9723	9991
3	7413	7617	7826	8041	8263	8490	8723	8963	9210	9463	9723	9991	10265
4	7617	7826	8041	8263	8490	8723	8963	9210	9463	9723	9991	10265	10548
5	7826	8041	8263	8490	8723	8963	9210	9463	9723	9991	10265	10548	10838
6	8041	8263	8490	8723	8963	9210	9463	9723	9991	10265	10548	10838	11136
7	8263	8490	8723	8963	9210	9463	9723	9991	10265	10548	10838	11136	11442
8	8490	8723	8963	9210	9463	9723	9991	10265	10548	10838	11136	11442	11757
9	8723	8963	9210	9463	9723	9991	10265	10548	10838	11136	11442	11757	12080
10	8963	9210	9463	9723	9991	10265	10548	10838	11136	11442	11757	12080	12412
11	9210	9463	9723	9991	10265	10548	10838	11136	11442	11757	12080	12412	12753
12	9463	9723	9991	10265	10548	10838	11136	11442	11757	12080	12412	12753	13104
13	9723	9991	10265	10548	10838	11136	11442	11757	12080	12412	12753	13104	13465
14	9991	10265	10548	10838	11136	11442	11757	12080	12412	12753	13104	13465	13835
15	10265	10548	10838	11136	11442	11757	12080	12412	12753	13104	13465	13835	14215
16	10548	10838	11136	11442	11757	12080	12412	12753	13104	13465	13835	14215	14606
17	10838	11136	11442	11757	12080	12412	12753	13104	13465	13835	14215	14606	15008
18	11136	11442	11757	12080	12412	12753	13104	13465	13835	14215	14606	15008	15421
19	11442	11757	12080	12412	12753	13104	13465	13835	14215	14606	15008	15421	15845
20	11757	12080	12412	12753	13104	13465	13835	14215	14606	15008	15421	15845	16280

TABLE J

See section 6.08.200 B

**Physician P Schedule
For the Period Commencing January 1, 2006**

Monthly Step Rates

Schedule Number	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1	6636	6818	7006	7198	7396	7600	7809	8023	8244	8471	8704	8943	#N/A
2	7395	7598	7807	8022	8243	8469	8702	8941	9187	9440	9700	9966	10240
3	7598	7807	8022	8243	8469	8702	8941	9187	9440	9700	9966	10240	10522
4	7807	8022	8243	8469	8702	8941	9187	9440	9700	9966	10240	10522	10811
5	8022	8243	8469	8702	8941	9187	9440	9700	9966	10240	10522	10811	11109
6	8243	8469	8702	8941	9187	9440	9700	9966	10240	10522	10811	11109	11414
7	8469	8702	8941	9187	9440	9700	9966	10240	10522	10811	11109	11414	11728
8	8702	8941	9187	9440	9700	9966	10240	10522	10811	11109	11414	11728	12051
9	8941	9187	9440	9700	9966	10240	10522	10811	11109	11414	11728	12051	12382
10	9187	9440	9700	9966	10240	10522	10811	11109	11414	11728	12051	12382	12722
11	9440	9700	9966	10240	10522	10811	11109	11414	11728	12051	12382	12722	13072
12	9700	9966	10240	10522	10811	11109	11414	11728	12051	12382	12722	13072	13432
13	9966	10240	10522	10811	11109	11414	11728	12051	12382	12722	13072	13432	13801
14	10240	10522	10811	11109	11414	11728	12051	12382	12722	13072	13432	13801	14181
15	10522	10811	11109	11414	11728	12051	12382	12722	13072	13432	13801	14181	14571
16	10811	11109	11414	11728	12051	12382	12722	13072	13432	13801	14181	14571	14971
17	11109	11414	11728	12051	12382	12722	13072	13432	13801	14181	14571	14971	15383
18	11414	11728	12051	12382	12722	13072	13432	13801	14181	14571	14971	15383	15806
19	11728	12051	12382	12722	13072	13432	13801	14181	14571	14971	15383	15806	16241
20	12051	12382	12722	13072	13432	13801	14181	14571	14971	15383	15806	16241	16687

TABLE F

**See Section 6.08.200 B
Management Physician M Schedule**

For the Period Commencing January 1, 2005

Monthly Step Rates

Schedule Number	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1	6869	7058	7252	7451	7656	7867	8083	8306	8534	8769	9010	9257	#N/A
2	7655	7865	8082	8304	8532	8767	9008	9256	9510	9772	10041	10317	10600
3	7865	8082	8304	8532	8767	9008	9256	9510	9772	10041	10317	10600	10892
4	8082	8304	8532	8767	9008	9256	9510	9772	10041	10317	10600	10892	11191
5	8304	8532	8767	9008	9256	9510	9772	10041	10317	10600	10892	11191	11499
6	8532	8767	9008	9256	9510	9772	10041	10317	10600	10892	11191	11499	11815
7	8767	9008	9256	9510	9772	10041	10317	10600	10892	11191	11499	11815	12140
8	9008	9256	9510	9772	10041	10317	10600	10892	11191	11499	11815	12140	12474
9	9256	9510	9772	10041	10317	10600	10892	11191	11499	11815	12140	12474	12817
10	9510	9772	10041	10317	10600	10892	11191	11499	11815	12140	12474	12817	13170
11	9772	10041	10317	10600	10892	11191	11499	11815	12140	12474	12817	13170	13532
12	10041	10317	10600	10892	11191	11499	11815	12140	12474	12817	13170	13532	13904
13	10317	10600	10892	11191	11499	11815	12140	12474	12817	13170	13532	13904	14286
14	10600	10892	11191	11499	11815	12140	12474	12817	13170	13532	13904	14286	14679
14A	12069	12401	12742	13092	13452	13822	14202	14593	14994	15406	15830	16265	16712
15	10892	11191	11499	11815	12140	12474	12817	13170	13532	13904	14286	14679	15083
16	11191	11499	11815	12140	12474	12817	13170	13532	13904	14286	14679	15083	15498
17	11499	11815	12140	12474	12817	13170	13532	13904	14286	14679	15083	15498	15924
18	11815	12140	12474	12817	13170	13532	13904	14286	14679	15083	15498	15924	16362
19	12140	12474	12817	13170	13532	13904	14286	14679	15083	15498	15924	16362	16812
20	12474	12817	13170	13532	13904	14286	14679	15083	15498	15924	16362	16812	17274

TABLE G

**See Section 6.08.200 B
Management Physician M Schedule
For the Period Commencing January 1, 2006**

Monthly Step Rates

Schedule Number	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1	7041	7234	7433	7638	7848	8064	8285	8513	8747	8988	9235	9489	#N/A
2	7846	8062	8284	8512	8746	8986	9233	9487	9748	10016	10292	10575	10865
3	8062	8284	8512	8746	8986	9233	9487	9748	10016	10292	10575	10865	11164
4	8284	8512	8746	8986	9233	9487	9748	10016	10292	10575	10865	11164	11471
5	8512	8746	8986	9233	9487	9748	10016	10292	10575	10865	11164	11471	11787
6	8746	8986	9233	9487	9748	10016	10292	10575	10865	11164	11471	11787	12111
7	8986	9233	9487	9748	10016	10292	10575	10865	11164	11471	11787	12111	12444
8	9233	9487	9748	10016	10292	10575	10865	11164	11471	11787	12111	12444	12786
9	9487	9748	10016	10292	10575	10865	11164	11471	11787	12111	12444	12786	13138
10	9748	10016	10292	10575	10865	11164	11471	11787	12111	12444	12786	13138	13499
11	10016	10292	10575	10865	11164	11471	11787	12111	12444	12786	13138	13499	13870
12	10292	10575	10865	11164	11471	11787	12111	12444	12786	13138	13499	13870	14252
13	10575	10865	11164	11471	11787	12111	12444	12786	13138	13499	13870	14252	14643
14	10865	11164	11471	11787	12111	12444	12786	13138	13499	13870	14252	14643	15046
14A	12370	12711	13060	13419	13788	14167	14557	14957	15369	15791	16226	16672	17130
15	11164	11471	11787	12111	12444	12786	13138	13499	13870	14252	14643	15046	15460
16	11471	11787	12111	12444	12786	13138	13499	13870	14252	14643	15046	15460	15885
17	11787	12111	12444	12786	13138	13499	13870	14252	14643	15046	15460	15885	16322
18	12111	12444	12786	13138	13499	13870	14252	14643	15046	15460	15885	16322	16771
19	12444	12786	13138	13499	13870	14252	14643	15046	15460	15885	16322	16771	17232
20	12786	13138	13499	13870	14252	14643	15046	15460	15885	16322	16771	17232	17706

SECTION 48 Section 6.28.050 Table of Classes of Positions with Salary Schedule and Level is deleted in its entirety.

SECTION 49. Section 6.28.050 Table of Classes of Positions with Salary Schedule and Level is added to read as follows:

ITEM NO	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE LEVEL	
0675	ACCOUNTANT-AUDITOR	10/01/2002	N3	76D
		01/01/2005	N3	77C
		01/01/2006	N3	78B
0658	ACCOUNTING OFFICER III	10/01/2002		93G
		01/01/2005		94F
		01/01/2006		95E
2647	ACCOUNTING SYSTEMS ANALYST I	10/01/2002		85E
		01/01/2005		86D
		01/01/2006		87C
2648	ACCOUNTING SYSTEMS ANALYST II	10/01/2002		87E
		01/01/2005		88D
		01/01/2006		89C
1625	ADMIN COORD,CHILD SUPPORT SERVICES	10/01/2002		101C
		01/01/2005		102B
		01/01/2006		103A
0995	ADMINISTRATIVE DEPUTY,APD	10/01/2002	N23	R11
		01/01/2005	N23	R11
		01/01/2006	N23	R11
1016	ADMIN DEP,CHILD SUPPORT SERVICES	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
1006	ADMINISTRATIVE DEPUTY,CO COUNSEL	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
9956	ADMINISTRATIVE DEPUTY,DA(UC)	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
4580	ADMINISTRATIVE DEPUTY,PROGRAMS,HS	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
1011	ADMINISTRATIVE DEPUTY,PUB DEFENDER	10/01/2002	N23	R11
		01/01/2005	N23	R11
		01/01/2006	N23	R11
0895	ADMINISTRATIVE INTERN	10/01/2002	N2	70D
		01/01/2005	N2	71C
		01/01/2006	N2	72B
8642	ADMINISTRATIVE INVESTIGATOR,PROB	10/01/2002		85E
		01/01/2005		86D
		01/01/2006		87C
7976	ADMINISTRATIVE INVESTIGATOR,PSS	10/01/2002		81B
		01/01/2005		82A
		01/01/2006		82L
1071	ADMINISTRATIVE MANAGER VII,ISD	10/01/2002		90E
		01/01/2005		91D
		01/01/2006		92C

ITEM NO	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE LEVEL	
1076	ADMINISTRATIVE MANAGER IX, ISD	10/01/2002 01/01/2005 01/01/2006		95J 96H 97G
1078	ADMINISTRATIVE MANAGER X, ISD	10/01/2002 01/01/2005 01/01/2006		98E 99D 100C
1080	ADMINISTRATIVE MANAGER XI, ISD	10/01/2002 01/01/2005 01/01/2006		101B 102A 102L
1081	ADMINISTRATIVE MANAGER XII, ISD	10/01/2002 01/01/2005 01/01/2006		103J 104H 105G
1082	ADMINISTRATIVE MANAGER XIII, ISD	10/01/2002 01/01/2005 01/01/2006		106F 107E 108D
1084	ADMINISTRATIVE MANAGER XV, ISD(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R15 R15 R15
1087	ADMINISTRATIVE MANAGER XVI, ISD	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R16 R16 R16
1090	ADMINISTRATIVE MANAGER XVI, ISD(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R16 R16 R16
1091	ADMINISTRATIVE MANAGER XVII, ISD(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R17 R17 R17
3007	ADMINISTRATIVE MGR, AN CARE & CONT	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R7 R7 R7
1002	ADMINISTRATIVE SERVICES MANAGER I	10/01/2002 01/01/2005 01/01/2006		87J 88H 89G
1003	ADMINISTRATIVE SERVICES MANAGER II	10/01/2002 01/01/2005 01/01/2006		90J 91H 92G
1004	ADMINISTRATIVE SERVICES MANAGER III	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R10 R10 R10
1000	ADMIN SERVICES MANAGER III, ASSESSOR	10/01/2002 01/01/2005 01/01/2006		92K 93J 94H
0410	ADMIN SERVICES OFFICER, LACERA	07/23/2002 01/01/2005 01/01/2006	N23	R9 R9 R9

ITEM NO	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE LEVEL	
0813	ADMINISTRATIVE STAFF TRAINEE	10/01/2002	N2	70D
		01/01/2005	N2	71C
		01/01/2006	N2	72B
8049	ADMR,COMP AMBULATORY HLTH CARE CTR	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
4586	ADMR,CONTRACT PROGS & SPECIAL SERVS	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
9214	ADMINISTRATOR,JUSTICE PROGRAMS,MH	10/01/2002	N23	R17
		01/01/2005	N23	R17
		01/01/2006	N23	R17
9115	ADMR,MACLAREN CHILDREN'S CENTER	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
4456	ADMINISTRATOR,REGIONAL PLANNING	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
4603	ADMR,SPECIALIZED HEALTH PROGRAM	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
1189	ADMITTING SUPERVISOR	10/01/2002		83C
		01/01/2005		84B
		01/01/2006		85A
1684	AFFIRMATIVE ACTION COMPLIANCE OFFR	10/01/2002	N23	R11
		01/01/2005	N23	R11
		01/01/2006	N23	R11
0398	AGRICULTURAL CHEMICAL SPRAYER	10/01/2002		72F
		01/01/2005		73E
		01/01/2006		74D
0029	AGRIC COMM/DIR OF WEIGHTS & MEAS	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
9268	ALTERNATE PUBLIC DEFENDER	07/01/2003	N23	A4
0827	ANALYST,CAO	10/01/2002	N35	86K
		01/01/2005	N35	87J
		01/01/2006	N35	88H
3004	ANIMAL CONTROL MANAGER	10/01/2002	N23	R5
		01/01/2005	N23	R5
		01/01/2006	N23	R5
1958	APPRAISER'S ASSISTANT	07/01/2002		62J
		01/01/2005		63H
		01/01/2006		64G

ITEM NO	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE LEVEL	
0289	ARBORETA SPECIAL EVENTS COORDINATOR	10/01/2002 01/01/2005 01/01/2006		72C 73B 74A
1623	AREA ADM,CHILD SUPPORT SERVICES	10/01/2002 01/01/2005 01/01/2006		98G 99F 100E
4622	AREA ADMINISTRATOR,PUBLIC HEALTH	10/01/2002 01/01/2005 01/01/2006		95J 96H 97G
4601	AREA HEALTH OFFICER,PUBLIC HEALTH	10/01/2002 01/01/2005 01/01/2006	N23	R12 R12 R12
9992	ASSESSOR(UNCLASSIFIED)	07/01/2003	N32	
8370	ASSESSOR'S LIBRARIAN	10/01/2002 01/01/2005 01/01/2006		66B 67A 67L
2646	ASST ACCOUNTING SYSTEMS ANALYST	10/01/2002 01/01/2005 01/01/2006	N3 N3 N3	78K 79J 80H
1015	ASSISTANT ADMINISTRATIVE DEPUTY	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11
0862	ASSISTANT ADMINISTRATIVE OFFICER	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R16 R16 R16
0861	ASST ADMINISTRATIVE OFFICER(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R16 R16 R16
8048	ASST ADMR,COMP AMBUL HLTH CARE CTR	10/01/2002 01/01/2005 01/01/2006		93B 94A 94L
4621	ASST AREA ADMINISTRATOR,PUB HEALTH	10/01/2002 01/01/2005 01/01/2006		90E 91D 92C
9989	ASSISTANT ASSESSOR(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R17 R17 R17
0721	ASSISTANT AUDITOR-CONTROLLER(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
9957	ASSISTANT BUREAU CHIEF,DA(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	A2 A2 A2
0482	ASSISTANT CASH MGMT SYSTEMS ANALYST	10/01/2002 01/01/2005 01/01/2006		76J 77H 78G

ITEM NO	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE LEVEL	
6088	ASSISTANT CHIEF,AIRPORTS DIVISION	10/01/2002 01/01/2005 01/01/2006	100F 101E 102D	
1034	ASST CHIEF,BUSINESS & FINANCE,PW	10/01/2002 01/01/2005 01/01/2006	96K 97J 98H	
9023	ASST CHIEF,CLINICAL SOCIAL WORK	10/01/2002 01/01/2005 01/01/2006	96D 97C 98B	
4209	ASST CHIEF,CONTRACT CONSTRUCTION	10/01/2002 01/01/2005 01/01/2006	102H 103G 104F	
1638	ASST CHIEF,CORONER'S INVESTIGATIONS	10/01/2002 01/01/2005 01/01/2006	91F 92E 93D	
1048	ASST CHF,FINANCIAL MANAGEMENT,FIRE	10/01/2002 01/01/2005 01/01/2006	98E 99D 100C	
7476	ASSISTANT CHIEF,FIRE FLEET SERVICES	10/01/2002 01/01/2005 01/01/2006	93B 94A 94L	
1038	ASSISTANT CHIEF,FISCAL DIVISION,PW	10/01/2002 01/01/2005 01/01/2006	101B 102A 102L	
0335	ASSISTANT CHIEF,FORESTRY DIVISION	10/01/2002 10/01/2004 10/01/2005	102B 103A 103L	
5712	ASST CHF,HLTH FACILITIES INSPN DIV	10/01/2002 01/01/2005 01/01/2006	N23	R10 R10 R10
2616	ASST CHIEF,INFORMATION SYSTEMS,FIRE	10/01/2002 01/01/2005 01/01/2006	99D 100C 101B	
1033	ASST CHIEF,INFO TECHNOLOGY	10/01/2002 01/01/2005 01/01/2006	102G 103F 104E	
0766	ASST CHIEF,INTERNAL AUDIT,LACERA	10/01/2002	N23	R9
2909	ASSISTANT CHIEF INVESTIGATOR,PD	10/01/2002 01/01/2005 01/01/2006	102K 103J 104H	

ITEM NO	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE LEVEL	
2934	ASST CHIEF, LIFEGUARD SERVICES, FIRE	10/01/2002 10/01/2004 10/01/2005	N23 N23 N23	R12 R12 R12
1032	ASST CHIEF, MAPPING & PROP MGMT, PW	10/01/2002 01/01/2005 01/01/2006		102H 103G 104F
1030	ASST CHIEF, OPERATIONAL SERVICES, PW	10/01/2002 01/01/2005 01/01/2006		104D 105C 106B
2848	ASST CHIEF, PARK RANGER SERVICES	10/01/2002 01/01/2005 01/01/2006		100D 101C 102B
5525	ASST CHIEF, PHARMACY SERVS, MED CTR	10/01/2002 01/01/2005 01/01/2006	NW NW NW	106B 107A 107L
2838	ASST CHIEF, OFFICE OF PUBLIC SAFETY	10/01/2002 01/01/2005 01/01/2006		100D 101C 102B
7082	ASSISTANT CHIEF PHOTOGRAPHER	10/01/2002 01/01/2005 01/01/2006		81B 82A 82L
2606	ASST CHIEF, SYSTEMS DIV, ASSESSOR	10/01/2002 01/01/2005 01/01/2006		102G 103F 104E
9182	ASST COORD, WELFARE RECIP VEND PROG	10/01/2002 01/01/2005 01/01/2006		75L 76K 77J
9208	ASSISTANT COUNTY COUNSEL	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	A3 A3 A3
2613	ASSISTANT DATA PROCESSING MANAGER	10/01/2002 01/01/2005 01/01/2006		99D 100C 101B
1041	ASST DEPUTY DIRECTOR, FINANCE, PW	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
3310	ASST DEPUTY DIRECTOR, PUBLIC WORKS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
0996	ASST DIR, BUREAU OPERATIONS, SHERIFF	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
8230	ASST DIR, COMMUNITY & SR SERVS(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13

ITEM NO	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE LEVEL	
8714	ASST DIR, EMP SUPPORT SERVS, SHERIFF	10/01/2002 01/01/2005 01/01/2006		R11 R11 R11
1068	ASST DIR, FISCAL SERVICES, SHERIFF	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
0437	ASST DIR, HUMAN RESOURCES, LACERA	08/26/2003	N23	R8
1918	ASST DIRECTOR, HUMAN RESOURCES(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R16 R16 R16
2608	ASST DIR, INFO SYSTEMS ADVISORY BODY	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
4702	ASSISTANT DIRECTOR, MENTAL HEALTH	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R15 R15 R15
1670	ASST DIRECTOR OF CONSUMER AFFAIRS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R8 R8 R8
4558	ASST DIRECTOR OF HEALTH SERVICES	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R17 R17 R17
8013	ASST DIR OF PUBLIC SOCIAL SERVS(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R15 R15 R15
8771	ASST DIRECTOR, PARKS & RECREATION	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
8767	ASST DIR, PARKS & RECREATION(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
3382	ASSISTANT DIRECTOR, PUBLIC WORKS(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R17 R17 R17
0845	ASSISTANT DIVISION CHIEF, CAO	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
9090	ASST DIV CHIEF, CHILD & FAMILY SERVS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11
1488	ASST DIV CHIEF, PUBLIC GUARDIAN, MH	10/01/2002 01/01/2005 01/01/2006		93B 94A 94L

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2634	ASST DIV CHIEF, SYSTEMS, PROBATION	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
1066	ASSISTANT DIVISION DIRECTOR, SHERIFF	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
0771	ASSISTANT DIVISION MANAGER, LACERA	10/01/2002	N23	R10
1125	ASST DIV MGR, PROG, REG-REC/CO CLK	10/01/2002	N23	R8
		01/01/2005	N23	R8
		01/01/2006	N23	R8
6490	ASSISTANT ELECTRO-MECHANIC	10/01/2002		70C
		01/01/2005		71B
		01/01/2006		72A
8127	ASST EXEC DIR, HUMAN RELATIONS COMM	10/01/2002	N23	R9
		01/01/2005	N23	R9
		01/01/2006	N23	R9
0217	ASSISTANT FIRE CHIEF	10/01/2002	N23	R15
		10/01/2004	N23	R15
		10/01/2005	N23	R15
7456	ASSISTANT FLEET MANAGER, PW	10/01/2002		90G
		01/01/2005		91F
		01/01/2006		92E
8813	ASSISTANT GOLF DIRECTOR	10/01/2002		85A
		01/01/2005		85L
		01/01/2006		86K
7968	ASSISTANT GRAPHIC ARTS COORDINATOR	10/01/2002		82A
		01/01/2005		82L
		01/01/2006		83K
8353	ASST HD, FACILITIES SERVICES, LIBRARY	10/01/2002		84A
		01/01/2005		84L
		01/01/2006		85K
9650	ASST HD, FISCAL & ADMIN SVS, MARSHAL	10/01/2002		92B
		01/01/2005		93A
		01/01/2006		93L
6631	ASST HEAD, MAINT & REPAIR SERVS	10/01/2002	F	5379.85
		01/01/2005	F	5514.35
		01/01/2006	F	5652.21
8629	ASST HD TRANSPORTATION DEPUTY, PROB	10/01/2002		80J
		01/01/2005		81H
		01/01/2006		82G
1578	ASST HEAD, WARRANT INVESTIGATION	10/01/2002		81B
		01/01/2005		82A
		01/01/2006		82L
8038	ASSISTANT HOSPITAL ADMINISTRATOR I	10/01/2002		84K
		01/01/2005		85J
		01/01/2006		86H

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8041	ASSISTANT HOSPITAL ADMINISTRATOR II	10/01/2002 01/01/2005 01/01/2006	90E 91D 92C	
8042	ASST HOSPITAL ADMINISTRATOR III	10/01/2002 01/01/2005 01/01/2006	93B 94A 94L	
8044	ASSISTANT HOSPITAL ADMINISTRATOR IV	10/01/2002 01/01/2005 01/01/2006	95J 96H 97G	
8077	ASST HOSPITAL ADMINR,GENERAL HOSP	10/01/2002 01/01/2005 01/01/2006	N23	R11 R11 R11
8341	ASSISTANT LIBRARY ADMINISTRATOR	10/01/2002 01/01/2005 01/01/2006	N23	R8 R8 R8
4820	ASST MANAGER,FOOD SERVICES,SHERIFF	10/01/2002 01/01/2005 01/01/2006	N23	R7 R7 R7
6887	ASST MGR,LAUNDRY SERVICES,SHERIFF	10/01/2002 01/01/2005 01/01/2006	N23	R7 R7 R7
2637	ASST MGR,SYSTEMS MAINT & OPNS,SHER	10/01/2002 01/01/2005 01/01/2006	N23	R10 R10 R10
5314	ASSISTANT NURSING DIRECTOR I	10/01/2002 01/01/2005 01/01/2006	94B 95A 95L	
5320	ASSISTANT NURSING DIRECTOR II	10/01/2002 01/01/2005 01/01/2006	97C 98B 99A	
5295	ASST NURSING DIR,ADMINISTRATION	10/01/2002 01/01/2005 01/01/2006	NR	95A 95L 96K
5287	ASST NURSING DIRECTOR,EDUCATION	10/01/2002 01/01/2005 01/01/2006	NR	95A 95L 96K
0527	ASSISTANT OPERATIONS CHIEF,TTC	10/01/2002 01/01/2005 01/01/2006	98E 99D 100C	
8612	ASSISTANT PROBATION DIRECTOR	10/01/2002 01/01/2005 01/01/2006	92A 92L 93K	
1567	ASST PROG ADM,VICTIM-WITNESS ASSIST	10/01/2002 01/01/2005 01/01/2006	80B 81A 81L	

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4610	ASST PROGRAM DIRECTOR, DRUG ABUSE, HS	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
4609	ASST PROG DIR, OFF OF ALCOHOL PRO, HS	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
9267	ASSISTANT PUBLIC DEFENDER	10/01/2002	N23	A4
		01/01/2005	N23	A4
		01/01/2006	N23	A4
9263	ASSISTANT PUBLIC DEFENDER(UC)	10/01/2002	N23	A4
		01/01/2005	N23	A4
		01/01/2006	N23	A4
9085	ASSISTANT REGIONAL ADMINISTRATOR	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
8845	ASST REGIONAL GROUNDS MAINT SUPVR	10/01/2002		78K
		01/01/2005		79J
		01/01/2006		80H
8851	ASST REGIONAL RECREATION DIRECTOR	10/01/2002		80K
		01/01/2005		81J
		01/01/2006		82H
1121	ASST REGISTRAR-RECORDER/COUNTY CLK	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
1123	ASST REGISTRAR-RECORDER/CO CLK(UC)	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
8054	ASST REHABILITATION CENTER MANAGER	10/01/2002		78G
		01/01/2005		79F
		01/01/2006		80E
9969	ASSISTANT SHERIFF(UC)	10/01/2002	N23	R17
		10/01/2004	N23	R17
		10/01/2005	N23	R17
4595	ASSISTANT STAFF ANALYST, HLTH SERVS	10/01/2002		86K
		01/01/2005		87J
		01/01/2006		88H
2400	ASST STANDARD & SPECS COORD, MED CTR	10/01/2002		78B
		01/01/2005		79A
		01/01/2006		79L
0294	ASSISTANT SUPERINTENDENT, ARBORETUM	10/01/2002		84L
		01/01/2005		85K
		01/01/2006		86J
8833	ASST SUPERINTENDENT, HOLLYWOOD BOWL	10/01/2002		78C
		01/01/2005		79B
		01/01/2006		80A

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3455	ASST SUPERINTENDENT OF BUILDING	10/01/2002 01/01/2005 01/01/2006		102H 103G 104F
1383	ASSISTANT TRAFFIC RATE CLERK	10/01/2002 01/01/2005 01/01/2006		66D 67C 68B
0542	ASSISTANT TREASURER-TAX COLLECTOR	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
0541	ASST TREASURER & TAX COLLECTOR(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
0826	ASSOCIATE ANALYST,CAO	10/01/2002 01/01/2005 01/01/2006	N35 N35 N35	78K 79J 80H
8504	ASSOCIATE CONSERVATOR,MUSEUM OF ART	10/01/2002 01/01/2005 01/01/2006		78J 79H 80G
9202	ASSOCIATE COUNTY COUNSEL	10/01/2002 01/01/2005 01/01/2006	N3 N3 N3	83B 84A 84L
8436	ASSOCIATE CURATOR,MUSEUM OF ART	10/01/2002 01/01/2005 01/01/2006		78E 79D 80C
8073	ASSOCIATE HOSPITAL ADMINISTRATOR I	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R10 R10 R10
8075	ASSOCIATE HOSPITAL ADMINISTRATOR II	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
8469	ASSOCIATE REGISTRAR,MUSEUM OF ART	10/01/2002 01/01/2005 01/01/2006		73J 74H 75G
9203	ASSOCIATE STAFF COUNSEL,LACERA	01/22/2002 01/01/2005 01/01/2006	N23 N23 N23	R8 R8 R8
8793	ATHLETIC PROGRAM COORD,PROBATION	10/01/2002 01/01/2005 01/01/2006		80K 81J 82H
9284	ATTORNEY I,CHILD SUPPORT SERVS	10/01/2002 01/01/2005 01/01/2006	N34 N34 N34	83B 84A 84L
9285	ATTORNEY II,CHILD SUPPORT SERVS	10/01/2002 01/01/2005 01/01/2006	NX NX NX	94F 95E 96D

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9286	ATTORNEY III,CHILD SUPPORT SERVS	10/01/2002 01/01/2005 01/01/2006	NW NW NW	103F 104E 105D
9287	ATTORNEY IV,CHILD SUPPORT SERVS	10/01/2002 01/01/2005 01/01/2006	NX NX NX	107H 108G 109F
2766	AUDIO SPECIALIST,DISTRICT ATTORNEY	10/01/2002 01/01/2005 01/01/2006		95A 95L 96K
7093	AUDIO-VISUAL ASSISTANT,MUSEUM	10/01/2002 01/01/2005 01/01/2006		61D 62C 63B
0728	AUDITOR-CONTROLLER	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R17 R17 R17
1557	AUTO FNGRPRNT ID SYS OPNS MGR,SHER	10/01/2002 01/01/2005 01/01/2006		83F 84E 85D
6040	AUTOMOTIVE MAINTENANCE ASSISTANT	05/20/2003 01/01/2005 01/01/2006		59F 60E 61D
0208	BATTALION CHIEF(56 HOURS)	10/01/2002 10/01/2004 10/01/2005	N3 N3 N3	107G 108F 109E
0379	BEACH MAINTENANCE DISTRICT MANAGER	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R5 R5 R5
1190	BILLING SUPERVISOR	10/01/2002 01/01/2005 01/01/2006		83C 84B 85A
5541	BIOMEDICAL EQUIPMENT TECH SUPVR	10/01/2002 01/01/2005 01/01/2006		76E 77D 78C
1098	BOARD SPECIALIST	10/01/2002 01/01/2005 01/01/2006	N36 N36 N36	60D 61C 62B
6615	BOATYARD SUPERVISOR	10/01/2002 01/01/2005 01/01/2006	N3 N3 N3	81B 82A 82L
0036	BRUSH ABATEMENT WORKING SUPERVISOR	10/01/2002 01/01/2005 01/01/2006		70F 71E 72D
1060	BUDGET & FISCAL SERVICES MANAGER	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11

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4721	BUDGET OFFICER, MENTAL HEALTH	10/01/2002 01/01/2005 01/01/2006		101B 102A 102L	
6819	BUILDING COMPLEX MANAGER II	10/01/2002 01/01/2005 01/01/2006		79J 80H 81G	
6679	BUILDING CRAFTS SUPERINTENDENT I	10/01/2002 01/01/2005 01/01/2006		97F 98E 99D	
6680	BUILDING CRAFTS SUPERINTENDENT II	10/01/2002 01/01/2005 01/01/2006	N23	R10 R10 R10	
9958	BUREAU CHIEF, DA(UC)	10/01/2002 01/01/2005 01/01/2006	N23	A3 A3 A3	
9260	BUREAU CHIEF, PUBLIC DEFENDER	10/01/2002 01/01/2005 01/01/2006	N23	A3 A3 A3	
9302	CALL FIRE FIGHTER, NC	10/01/2002 01/01/2005 01/01/2006	N1	FV FV FV	12.91 13.23 13.56
9318	CALL FIRE FIGHTER SUPERVISOR, NC	10/01/2002 01/01/2005 01/01/2006		FV FV FV	14.32 14.68 15.05
4113	CAPITAL PROJECTS PROGRAM MANAGER	10/01/2002 01/01/2005 01/01/2006		99K 100J 101H	
4143	CAPITAL PROJECTS PROGRAM MGR, PW	10/01/2002 01/01/2005 01/01/2006		104B 105A 105L	
2721	CAPTAIN	10/01/2002 10/01/2004 10/01/2005		108D 109C 110B	
2896	CAPTAIN, DA	10/01/2002 10/01/2004 10/01/2005		109A 109L 110K	
4449	CASE & HEARING COORDINATOR, REG PLNG	10/01/2002 01/01/2005 01/01/2006	N2	100E 101D 102C	
0484	CASH MANAGEMENT SYSTEMS ANALYST	10/01/2002 01/01/2005 01/01/2006		85F 86E 87D	
0483	CASH SYSTEMS ANALYST	10/01/2002 01/01/2005 01/01/2006		81G 82F 83E	

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5079	CENTRAL SERVICE MANAGER I	10/01/2002 01/01/2005 01/01/2006	70F 71E 72D	
5080	CENTRAL SERVICE MANAGER II	10/01/2002 01/01/2005 01/01/2006	74F 75E 76D	
0652	CHIEF ACCOUNTANT	10/01/2002 01/01/2005 01/01/2006	101B 102A 102L	
0685	CHIEF ACCOUNTANT-AUDITOR	10/01/2002 01/01/2005 01/01/2006	101B 102A 102L	
0688	CHIEF, ACCOUNTING DIVISION, MH	10/01/2002 01/01/2005 01/01/2006	98E 99D 100C	
2653	CHIEF ACCOUNTING SYSTEMS ANALYST	10/01/2002 01/01/2005 01/01/2006	102A 102L 103K	
0867	CHIEF ADMINISTRATIVE OFFICER	10/01/2002 01/01/2005 01/01/2006	N23 R20 N23 R20 N23 R20	
0991	CHIEF, ADMIN & CONTRACT SERVS, AC&C	10/01/2002 01/01/2005 01/01/2006	N23 R8 N23 R8 N23 R8	
0025	CHF, ADMIN SERVS, AG COMM/WTS & MEAS	10/01/2002 01/01/2005 01/01/2006	N23 R10 N23 R10 N23 R10	
1018	CHIEF, ADMINISTRATIVE SERVS, LIBRARY	10/01/2002 01/01/2005 01/01/2006	N23 R11 N23 R11 N23 R11	
1064	CHIEF, ADMINISTRATIVE SERVICES, PW	10/01/2002 01/01/2005 01/01/2006	N23 R13 N23 R13 N23 R13	
4725	CHIEF, ADMIN SUPPORT BUREAU, MH	10/01/2002 01/01/2005 01/01/2006	98E 99D 100C	
9190	CHF, ADMISSIONS & PATIENT FIN SERVS	10/01/2002 01/01/2005 01/01/2006	86E 87D 88C	
0215	CHIEF, AIR OPERATIONS, FIRE SERVICES	10/01/2002 10/01/2004 10/01/2005	110B 111A 111L	
1972	CHIEF APPRAISER I	10/01/2002 01/01/2005 01/01/2006	98B 99A 99L	

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1974	CHIEF APPRAISER II	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
8482	CHIEF,ART MUSEUM EDUCATION	10/01/2002		80K
		01/01/2005		81J
		01/01/2006		82H
1102	CHF,ASSESS APPEALS BDS,BD OF SUPVRS	10/01/2002	N23	R9
		01/01/2005	N23	R9
		01/01/2006	N23	R9
4591	CHIEF,AUDIT AND COMPLIANCE,HS	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
1115	CHIEF,AUXILIARY SERVS,BD OF SUPVRS	10/01/2002	N23	R8
		01/01/2005	N23	R8
		01/01/2006	N23	R8
6089	CHF,AVIATION DIVISION,PUBLIC WORKS	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
1104	CHIEF,BOARD SERVICES,BD OF SUPVRS	10/01/2002	N23	R9
		01/01/2005	N23	R9
		01/01/2006	N23	R9
1026	CHIEF,BUDGET & FUND MANAGEMENT,PW	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
1021	CHIEF,BUDGET DIVISION,PW	10/01/2002	N23	R11
		01/01/2005	N23	R11
		01/01/2006	N23	R11
4605	CHIEF,BUDGET MANAGEMENT,HLTH SERVS	10/01/2002	N23	R11
		01/01/2005	N23	R11
		01/01/2006	N23	R11
9097	CHF,CHILDRENS RESOURCES DEVELOPMENT	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
1107	CHIEF,CIVIL SERVICE COMM & ERCOM	10/01/2002	N23	R9
		01/01/2005	N23	R9
		01/01/2006	N23	R9
1106	CHIEF,COMMISSION SERVS,BD OF SUPV	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
5897	CHF,COMMUNICATION DISORDERS,RANCHO	10/01/2002		100J
		01/01/2005		101H
		01/01/2006		102G
8195	CHIEF COMMUNITY SERVICES ANALYST	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10

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8513	CHIEF, CONSERVATION CENTER, MUS/ART	10/01/2002 01/01/2005 01/01/2006		99F 100E 101D
1669	CHF CONSUMER AFFAIRS REPRESENTATIVE	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R7 R7 R7
4575	CHIEF, CONTRACT MONITORING SERVS, HS	10/01/2002 01/01/2005 01/01/2006		95J 96H 97G
4717	CHIEF, CONTRACTS & GRANTS, MH	10/01/2002 01/01/2005 01/01/2006		98E 99D 100C
1645	CHIEF, CORONER'S INVESTIGATIONS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R10 R10 R10
9215	CHF COUNSEL, DISAB LITIGATION, LACERA	10/01/2002	N23	R18
9216	CHIEF COUNSEL, LACERA	10/01/2002	N23	R18
8467	CHIEF CURATOR, NATURAL HISTORY	10/01/2002 01/01/2005 01/01/2006		99F 100E 101D
0864	CHF DEPY ADMINISTRATIVE OFFICER(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R18 R18 R18
1683	CHF DEP AFFIRM ACTION COMP OFFR(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R10 R10 R10
0023	CHIEF DEPUTY AGRIC COMM/WTS & MEAS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
0028	CHF DEP, AGRIC COMM/WTS & MEAS(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
9265	CHIEF DEPUTY, APD(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	A3 A3 A3
9988	CHIEF DEPUTY ASSESSOR(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R17 R17 R17
0727	CHIEF DEPUTY AUDITOR-CONTROLLER(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R15 R15 R15
0224	CHIEF DEPUTY, BUSINESS OPNS, FIRE(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R17 R17 R17

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9210	CHIEF DEPUTY COUNTY COUNSEL	10/01/2002	N23	R18
		01/01/2005	N23	R18
		01/01/2006	N23	R18
9218	CHIEF DEPUTY COUNTY COUNSEL(UC)	10/01/2002	N23	R18
		01/01/2005	N23	R18
		01/01/2006	N23	R18
8362	CHIEF DEPUTY COUNTY LIBRARIAN(UC)	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
1008	CHIEF DEPUTY,DEPT OF CORONER(UC)	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
2996	CHF DEP DIR,ANIMAL CARE & CONT(UC)	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
8909	CHIEF DEPY DIR, BEACHES & HARBORS	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
8912	CHIEF DEP DIR, BEACHES & HARBORS(UC)	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
2567	CHIEF DEPUTY DIRECTOR, CIO(UC)	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
9112	CHIEF DEP DIR, CHILD & FAM SVS(UC)	10/01/2002	N23	R16
		01/01/2005	N23	R16
		01/01/2006	N23	R16
1734	CHF DEP DIR, CHILD SUPPORT SVS(UC)	10/01/2002	N23	R15
		01/01/2005	N23	R15
		01/01/2006	N23	R15
8232	CHF DEP DIR, COMMUNITY & SR SVS(UC)	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
4553	CHIEF DEP DIR, HEALTH SERVICES(UC)	10/01/2002	N23	R18
		01/01/2005	N23	R18
		01/01/2006	N23	R18
4552	CHF DEP DIR, HS, CLIN & MED AFF(UC)	10/01/2002		F 14544.93
		01/01/2005		F 14908.55
		01/01/2006		F 15281.26
4551	CHF DEP DIR, HS, OPERATIONS(UC)	10/01/2002	N23	R17
		01/01/2005	N23	R17
		01/01/2006	N23	R17
1919	CHIEF DEP DIR, HUMAN RESOURCES(UC)	10/01/2002	N23	R17
		01/01/2005	N23	R17
		01/01/2006	N23	R17

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4264	CHIEF DEPUTY DIRECTOR, ISD(UC)	10/01/2002	N23	R17
		01/01/2005	N23	R17
		01/01/2006	N23	R17
4544	CHF DEP DIR, MD, HS PUB HLTH PROG(UC)	10/01/2002	N19	M11
		01/01/2005	N19	M11
		01/01/2006	N19	M11
4708	CHIEF DEP DIR, MENTAL HEALTH(UC)	10/01/2002	N23	R16
		01/01/2005	N23	R16
		01/01/2006	N23	R16
8515	CHIEF DEPUTY DIRECTOR, MUSEUM OF ART	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
8518	CHF DEP DIRECTOR, MUSEUM OF ART(UC)	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
8500	CHF DEP DIR, MUS OF NAT HIST(UC)	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
1674	CHF DEP DIR OF CONSUMER AFFAIRS(UC)	10/01/2002	N23	R8
		01/01/2005	N23	R8
		01/01/2006	N23	R8
3366	CHF DEPUTY DIRECTOR OF PLANNING(UC)	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
8018	CHF DEP DIR OF PUB SOCIAL SERVS(UC)	10/01/2002	N23	R16
		01/01/2005	N23	R16
		01/01/2006	N23	R16
8769	CHF DEP DIR, PARKS & RECREATION(UC)	10/01/2002	N23	R15
		01/01/2005	N23	R15
		01/01/2006	N23	R15
9262	CHIEF DEPUTY PUBLIC DEFENDER(UC)	10/01/2002	N23	A4
		01/01/2005	N23	A4
		01/01/2006	N23	A4
3384	CHF DEP DIRECTOR, PUBLIC WORKS(UC)	10/01/2002	N23	R18
		01/01/2005	N23	R18
		01/01/2006	N23	R18
9961	CHIEF DEPUTY DISTRICT ATTORNEY(UC)	10/01/2002	N23	R18
		01/01/2005	N23	R18
		01/01/2006	N23	R18
1111	CHF DEP EXEC OFFICER, BD OF SUP(UC)	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
0220	CHIEF DEPUTY, EMER OPNS, FIRE(UC)	10/01/2002	N23	R17
		10/01/2004	N23	R17
		10/01/2005	N23	R17

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8623	CHIEF DEPUTY PROBATION OFFICER	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R15 R15 R15
8632	CHIEF DEPUTY PROBATION OFFICER(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R15 R15 R15
1124	CHF DEP REGISTRAR-REC/CO CLK(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R15 R15 R15
0544	CHF DEPY TREASURER & TAX COLLECTOR	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R15 R15 R15
0543	CHF DEP TREASURER & TAX COLL(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R15 R15 R15
4618	CHIEF, DRINKING DRIVER PROGRAMS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9
8490	CHF, EDUCATION, NATURAL HISTORY MUS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R10 R10 R10
4349	CHIEF, ENVIRON TOXICOLOGY, AG COMM	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9
1761	CHIEF EPIDEMIOLOGIST	10/01/2002 01/01/2005 01/01/2006		93H 94G 95F
4606	CHIEF, EXPENDITURE MANAGEMENT, HS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11
4118	CHIEF, FACILITIES PLANNING, HS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11
8517	CHF, FACILITIES SUP DIV, MUS OF ART	10/01/2002 01/01/2005 01/01/2006		95J 96H 97G
1061	CHIEF, FINANCIAL MANAGEMENT, FIRE	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
4585	CHIEF, FINANCIAL MANAGEMENT, HS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
7475	CHIEF, FIRE FLEET SERVICES	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R10 R10 R10

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1039	CHIEF, FISCAL DIVISION, PUBLIC WORKS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
1036	CHIEF, FISCAL SERVS, SUBSTANCE ABUSE	10/01/2002 01/01/2005 01/01/2006		95J 96H 97G
7457	CHIEF, FLEET MANAGEMENT, PUBLIC WORKS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R10 R10 R10
4358	CHIEF, FORENSIC LABORATORIES	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11
0336	CHIEF, FORESTRY DIVISION	10/01/2002 10/01/2004 10/01/2005	N23 N23 N23	R13 R13 R13
4588	CHIEF, GOVERNMENTAL RELATIONS, HS	10/01/2002 01/01/2005 01/01/2006		100B 101A 101L
8015	CHIEF, GOVERNMENTAL RELATIONS, PSS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
5713	CHF, HLTH FACILITIES INSPECTION DIV	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
4405	CHF, HEALTH HAZARDOUS MATERIALS, FIRE	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
7498	CHIEF, HELICOPTER MAINTENANCE	10/01/2002 01/01/2005 01/01/2006		91J 92H 93G
2580	CHIEF INFORMATION OFFICER	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R16 R16 R16
2618	CHIEF, INFORMATION SYSTEMS, FIRE	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
4631	CHIEF, INFORMATION SYSTEMS, HEALTH	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
1029	CHIEF, INFORMATION SYSTEMS, PW	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
0774	CHIEF, INTERNAL AUDIT, LACERA	10/01/2002	N23	R11
2911	CHIEF INVESTIGATOR, PD	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13

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0493	CHIEF INVESTMENT OFFICER, LACERA	10/01/2002	N23	R20
2935	CHIEF, LIFEGUARD SERVICES, FIRE	10/01/2002	N23	R13
		10/01/2004	N23	R13
		10/01/2005	N23	R13
0999	CHIEF, MANAGEMENT SERVICES, ASSESSOR	10/01/2002	N23	R11
		01/01/2005	N23	R11
		01/01/2006	N23	R11
4581	CHIEF, MANAGEMENT SYSTEMS, HLTH SERVS	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
2410	CHIEF, MATERIALS MANAGEMENT, FIRE	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
5405	CHIEF MEDICAL EXAMINER-CORONER	10/01/2002	N19	M14A
		01/01/2005	N19	M14A
		01/01/2006	N19	M14A
4715	CHF, MENTAL HEALTH PROGS EVALUATION	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
4739	CHIEF MENTAL HEALTH PSYCHIATRIST	10/01/2002	N19	M14
		01/01/2005	N19	M14
		01/01/2006	N19	M14
5302	CHIEF NURSE, MIDWIFERY SERVICES	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
5304	CHIEF NURSING OFFICER I	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
5308	CHIEF NURSING OFFICER II	10/01/2002	N23	R15
		01/01/2005	N23	R15
		01/01/2006	N23	R15
5309	CHIEF NURSING OFFICER III	10/01/2002	N23	R16
		01/01/2005	N23	R16
		01/01/2006	N23	R16
2853	CHIEF, OFFICE OF PUBLIC SAFETY(UC)	10/01/2002	N23	R15
		01/01/2005	N23	R15
		01/01/2006	N23	R15
4115	CHIEF OF PLANNING, PARKS & REC	10/01/2002	N23	R11
		01/01/2005	N23	R11
		01/01/2006	N23	R11
8079	CHF OPERATIONS OFFR, LAC/USC MED CTR	10/01/2002	N23	R16
		01/01/2005	N23	R16
		01/01/2006	N23	R16
1877	CHIEF, PERSONNEL & PUBLIC AFFAIRS, PW	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13

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1858	CHIEF, PERSONNEL MANAGEMENT, PW	10/01/2002 01/01/2005 01/01/2006		98E 99D 100C
5527	CHIEF, PHARMACY SERVICES, MED CENTER	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
7083	CHIEF PHOTOGRAPHER	10/01/2002 01/01/2005 01/01/2006		86B 87A 87L
5479	CHIEF PHYSICIAN I, MD	10/01/2002 01/01/2005 01/01/2006	N19 N19 N19	
5480	CHIEF PHYSICIAN II, MD	10/01/2002 01/01/2005 01/01/2006	N19 N19 N19	
5481	CHIEF PHYSICIAN III, MD	10/01/2002 01/01/2005 01/01/2006	N19 N19 N19	
4607	CHIEF, PROGRAM REIMBURSEMENT, HS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
0819	CHIEF PROGRAM SPECIALIST, CAO	10/01/2002 01/01/2005 01/01/2006		101K 102J 103H
2063	CHIEF PROPERTY MANAGER, B & H	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R10 R10 R10
9043	CHIEF, PSYCHIATRIC SOCIAL WORK	10/01/2002 01/01/2005 01/01/2006	NW NW NW	95H 96G 97F
1070	CHIEF, PUBLIC HEALTH ADMINISTRATION	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11
5650	CHIEF, PUBLIC HEALTH INVESTIGATION	10/01/2002 01/01/2005 01/01/2006		93B 94A 94L
4573	CHIEF, PUB HEALTH RECORDS & RESEARCH	10/01/2002 01/01/2005 01/01/2006		98E 99D 100C
0933	CHIEF, PUBLIC SERVICES DIV, CORONER	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R4 R4 R4
8360	CHIEF, PUBLIC SERVICES, LIBRARY	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11

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5572	CHIEF, PULMONARY PHYSIOLOGY LAB	10/01/2002 01/01/2005 01/01/2006		88A 88L 89K
0780	CHIEF, QUALITY & METRICS, LACERA	08/26/2003	N23	R11
1050	CHIEF, QUALITY ASSURANCE PROGRAM	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11
5815	CHIEF RADIOLOGIC TECHNOLOGIST I	10/01/2002 01/01/2005 01/01/2006		85H 86G 87F
5816	CHIEF RADIOLOGIC TECHNOLOGIST II	10/01/2002 01/01/2005 01/01/2006		89H 90G 91F
8466	CHIEF REGISTRAR, MUSEUM OF ART	10/01/2002 01/01/2005 01/01/2006		78J 79H 80G
8058	CHIEF, REHABILITATION CENTER	09/23/2003 01/01/2005 01/01/2006	N23 N23 N23	R10 R10 R10
4608	CHIEF, REVENUE MANAGEMENT, HLTH SERVS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
1105	CHIEF, SPECIAL SERVICES, BD OF SUPVRS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R10 R10 R10
1049	CHIEF, STAFF SUPPORT OPERATIONS, FIRE	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
2607	CHIEF, SYSTEMS DIVISION, ASSESSOR	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
1372	CHIEF, TAX SERVICES	10/01/2002 01/01/2005 01/01/2006		89G 90F 91E
8359	CHIEF, TECHNICAL SERVICES, LIBRARY	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11
3407	CHF, TELECOMMUNICATIONS FRANCHISING	10/01/2002 01/01/2005 01/01/2006		96K 97J 98H
5676	CHIEF, VECTORBORNE DISEASE SURV PROG	10/01/2002 01/01/2005 01/01/2006		86K 87J 88H
5734	CHIEF VETERINARIAN	10/01/2002 01/01/2005 01/01/2006		98J 99H 100G

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8704	CHIEF, VOCATIONAL SERVICES, RANCHO	10/01/2002 01/01/2005 01/01/2006		98C 99B 100A	
9084	CHILD PLACEMENT COORDINATOR	10/01/2002 01/01/2005 01/01/2006		70F 71E 72D	
9086	CHILDREN SERVICES ADMINISTRATOR I	10/01/2002 01/01/2005 01/01/2006		89A 89L 90K	
9087	CHILDREN SERVICES ADMINISTRATOR II	10/01/2002 01/01/2005 01/01/2006		91G 92F 93E	
9088	CHILDREN SERVICES ADMINISTRATOR III	10/01/2002 01/01/2005 01/01/2006	N23	R10 R10 R10	
9096	CHILDREN'S SERVS INSPECTOR GENERAL	10/01/2002 01/01/2005 01/01/2006	N23	R13 R13 R13	
5469	CLINIC PHYSICIAN, MD	10/01/2002 01/01/2005 01/01/2006	N19	M01 M01 M01	
5468	CLINIC PHYSICIAN, MD (PER SESSION)	10/01/2002 01/01/2005 01/01/2006	N19	FS FS FS	269.00 275.73 282.62
4927	CLINICAL CHEMIST SUPERVISOR II	10/01/2002 01/01/2005 01/01/2006		102K 103J 104H	
4921	CLINICAL GENETICIST, MEDICAL CENTER	10/01/2002 01/01/2005 01/01/2006		88G 89F 90E	
6651	CLINICAL LAB EQUIPMENT TECHNICIAN	10/01/2002 01/01/2005 01/01/2006	N3	73F 74E 75D	
5298	CLINICAL NURSING DIRECTOR I	10/01/2002 01/01/2005 01/01/2006	N23	R11 R11 R11	
5299	CLINICAL NURSING DIRECTOR II	10/01/2002 01/01/2005 01/01/2006	N23	R13 R13 R13	
5300	CLINICAL NURSING DIRECTOR III	10/01/2002 01/01/2005 01/01/2006	N23	R14 R14 R14	
9020	CLINICAL SOCIAL WORK CHIEF I	10/01/2002 01/01/2005 01/01/2006		94D 95C 96B	

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9021	CLINICAL SOCIAL WORK CHIEF II	10/01/2002 01/01/2005 01/01/2006	97B 98A 98L
9022	CLINICAL SOCIAL WORK CHIEF III	10/01/2002 01/01/2005 01/01/2006	99J 100H 101G
8448	COLLECTIONS MANAGER, NATURAL HISTORY	10/01/2002 01/01/2005 01/01/2006	73L 74K 75J
2723	COMMANDER	10/01/2002 10/01/2004 10/01/2005	112J 113H 114G
2898	COMMANDER, DA	10/01/2002 10/01/2004 10/01/2005	N23 R14 N23 R14 N23 R14
0909	COMMISSION ASST, SUBSTANCE ABUSE	10/01/2002 01/01/2005 01/01/2006	76J 77H 78G
8168	COMMUNITY CENTER DIRECTOR I	10/01/2002 01/01/2005 01/01/2006	83D 84C 85B
8169	COMMUNITY CENTER DIRECTOR II	10/01/2002 01/01/2005 01/01/2006	87D 88C 89B
1612	COMMUNITY INFORMATION OFFICER	10/01/2002 01/01/2005 01/01/2006	99F 100E 101D
8003	COMMUNITY LIAISON WORKER, PSS	10/01/2002 01/01/2005 01/01/2006	83F 84E 85D
2704	COMMUNITY SERVICES ASST, SHERIFF	10/01/2002 01/01/2005 01/01/2006	53J 54H 55G
2706	COMMUNITY SERVICES LIAISON	10/01/2002 01/01/2005 01/01/2006	87C 88B 89A
0684	COMPLIANCE AUDITOR	10/01/2002 01/01/2005 01/01/2006	90D 91C 92B
0691	COMPLIANCE OFFICER, FIRE	10/01/2002 01/01/2005 01/01/2006	98E 99D 100C
8505	CONSERVATOR, MUSEUM OF ART	10/01/2002 01/01/2005 01/01/2006	85E 86D 87C

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5471	CONSULTING SPECIALIST,MD	10/01/2002 01/01/2005 01/01/2006	N19 N19 N19		
5472	CONSULTING SPECIALIST,MD(PER SESS)	10/01/2002 01/01/2005 01/01/2006	N19 N19 N19	FS FS FS	299.00 306.48 314.14
1667	CONSUMER AFFAIRS SPECIALIST	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R6 R6 R6	
1668	CONSUMER AFFAIRS SUPERVISOR	10/01/2002 01/01/2005 01/01/2006		83H 84G 85F	
0777	CONTRACT ANALYST,LACERA	07/01/2003		86A	
0890	CONTRACT ANALYST,TTC	10/01/2002 01/01/2005 01/01/2006		90J 91H 92G	
4227	CONTRACT MONITOR	10/01/2002 01/01/2005 01/01/2006		66J 67H 68G	
8861	CONTRACT MONITOR,BEACHES & HARBORS	10/01/2002 01/01/2005 01/01/2006		80J 81H 82G	
6003	CONTRACT MONITOR SUPVR,PKG SVS,ISD	10/01/2002 01/01/2005 01/01/2006		69B 70A 70L	
4614	CONTRACT PROGRAM AUDITOR	10/01/2002 01/01/2005 01/01/2006		83E 84D 85C	
4229	CONTRACT PROGRAM MONITOR	10/01/2002 01/01/2005 01/01/2006		84A 84L 85K	
6808	CONTRACT SERVICES ANALYST,BLDG SERV	10/01/2002 01/01/2005 01/01/2006		79A 79L 80K	
8352	CONTRACT SERVICES COORD,LIBRARY	10/01/2002 01/01/2005 01/01/2006		82A 82L 83K	
8866	CONTRACTS ANALYST,BEACHES & HARBORS	10/01/2002 01/01/2005 01/01/2006		86J 87H 88G	
1606	COORD,COM ANTIGANG/ANTIST CRIME PRO	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9	
9186	COORD,WELFARE RECIPIENT VENDOR PROG	10/01/2002 01/01/2005 01/01/2006		85E 86D 87C	

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0930	CORRECTIONS SPECIALIST, SHERIFF	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
9211	COUNTY COUNSEL	10/01/2001	N23	R19
		01/01/2005	N23	R19
		01/01/2006	N23	R19
0223	COUNTY FORESTER & FIRE WARDEN	10/01/2002	N23	R19
		10/01/2004	N23	R19
		10/01/2005	N23	R19
8363	COUNTY LIBRARIAN	10/01/2002	N23	R16
		01/01/2005	N23	R16
		01/01/2006	N23	R16
8675	COURT SERVICES ADMINISTRATOR, PROB	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
0937	CRIME ANALYSIS PROGRAM MANAGER	10/01/2002		85E
		01/01/2005		86D
		01/01/2006		87C
4341	CRIME LABORATORY ASST DIR, SHERIFF	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
4343	CRIME LABORATORY DIRECTOR, SHERIFF	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
4337	CRIMINALISTICS RESEARCH CONSULTANT	10/01/2002		94K
		01/01/2005		95J
		01/01/2006		96H
2820	CROSSING GUARD	10/01/2002	FH	9.11
		01/01/2005	FH	9.34
		01/01/2006	FH	9.57
8437	CURATOR, MUSEUM OF ART	10/01/2002		88E
		01/01/2005		89D
		01/01/2006		90C
8463	CURATOR, NATURAL HISTORY	10/01/2002		91F
		01/01/2005		92E
		01/01/2006		93D
2624	DATA ELEMENTS COORDINATOR, HS	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
2614	DATA PROCESSING MANAGER	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
0469	DATA SYSTEMS COORDINATOR, LACERA	07/01/2003		95E
0459	DATA SYSTEMS SUPERVISOR I, LACERA	07/01/2003		95E
0460	DATA SYSTEMS SUPERVISOR II, LACERA	07/01/2003		101A

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4776	DENTAL DIRECTOR I	10/01/2002	N19	M03
		01/01/2005	N19	M03
		01/01/2006	N19	M03
4777	DENTAL DIRECTOR II	10/01/2002	N19	M05
		01/01/2005	N19	M05
		01/01/2006	N19	M05
1881	DEPARTMENTAL CIVIL SERVICE REP	10/01/2002		88K
		01/01/2005		89J
		01/01/2006		90H
1907	DEPARTMENTAL EMPLOYEE RELATIONS REP	10/01/2002	N2	84J
		01/01/2005	N2	85H
		01/01/2006	N2	86G
2601	DEPTL INFORMATION SYSTEMS MGR	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
1848	DEPARTMENTAL PERSONNEL TECHNICIAN	10/01/2002		80K
		01/01/2005		81J
		01/01/2006		82H
1906	DEPUTY ADMIN AND SPEC PROGRAMS, DHR	10/01/2002	N23	R15
		01/01/2005	N23	R15
		01/01/2006	N23	R15
1681	DEPY AFFIRM ACTION COMPLIANCE OFFR	10/01/2002		93F
		01/01/2005		94E
		01/01/2006		95D
0026	DEPUTY AGRIC COMMISSIONER/SEALER	10/01/2002		91K
		01/01/2005		92J
		01/01/2006		93H
9206	DEPUTY COUNTY COUNSEL	10/01/2002	NW	103F
		01/01/2005	NW	104E
		01/01/2006	NW	105D
4579	DEPUTY DIRECTOR, ADMINISTRATION, HS	10/01/2002	N23	R16
		01/01/2005	N23	R16
		01/01/2006	N23	R16
8622	DEPUTY DIRECTOR, ADMINISTRATION, PROB	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
1001	DEPY DIR, ADMIN & OPNS, MUS/NAT HIS	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
0021	DEPY DIRECTOR, AG COMM/WTS & MEAS	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
0027	DEP DIR, AGRIC COMM/WTS & MEAS(UC)	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10

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3010	DEPY DIRECTOR,ANIMAL CARE & CONTROL	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9
2994	DEP DIR,ANIMAL CARE & CONTROL(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9
8906	DEPUTY DIRECTOR,BEACHES & HARBORS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
8911	DEPUTY DIR,BEACHES & HARBORS(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
4710	DEPY DIR,CHILD & YOUTH SERVS,MH	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
1733	DEPUTY DIR,CHILD SUPPORT SERVS(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
9111	DEPUTY DIR,CHILDREN & FAMILY SERVS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
9114	DEP DIR,CHILDREN & FAMILY SERVS(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
8499	DEPY DIR,CURATORIAL SVCS,MUSEUM/ART	10/01/2002 01/01/2005 01/01/2006		99F 100E 101D
4570	DEPUTY DIRECTOR,HEALTH SERVICES	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R16 R16 R16
4563	DEPY DIR,MD,PUBLIC HEALTH PROGRAMS	10/01/2002 01/01/2005 01/01/2006	N19 N19 N19	M11 M11 M11
4712	DEPUTY DIRECTOR,MENTAL HEALTH	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
5489	DEP DIRECTOR,MD,MENTAL HEALTH(UC)	10/01/2002 01/01/2005 01/01/2006	N19 N19 N19	M08 P08 P08
4707	DEPUTY DIRECTOR,MENTAL HEALTH(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
3322	DEPUTY DIRECTOR,PUBLIC WORKS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R16 R16 R16

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3305	DEPUTY DIRECTOR, REGIONAL PLANNING	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
8468	DEPY DIR, RESEARCH&COLL PROG, MUS/NH	10/01/2002	N23	R11
		01/01/2005	N23	R11
		01/01/2006	N23	R11
9271	DEPUTY DISTRICT ATTORNEY I	10/01/2002	N34	83B
		01/01/2005	N34	84A
		01/01/2006	N34	84L
9272	DEPUTY DISTRICT ATTORNEY II	10/01/2002	NX	94F
		01/01/2005	NX	95E
		01/01/2006	NX	96D
9273	DEPUTY DISTRICT ATTORNEY III	10/01/2002	NW	103F
		01/01/2005	NW	104E
		01/01/2006	NW	105D
9274	DEPUTY DISTRICT ATTORNEY IV	10/01/2002	NX	107H
		01/01/2005	NX	108G
		01/01/2006	NX	109F
9960	DEPUTY DISTRICT ATTORNEY(UC)	10/01/2002	N23	A4
		01/01/2005	N23	A4
		01/01/2006	N23	A4
9959	DEPUTY DISTRICT ATTORNEY(UC)	10/01/2002	F	6689.54
		01/01/2005	F	6856.78
		01/01/2006	F	7028.20
1110	DEPY EXECUTIVE OFFICER, BD OF SUPVRS	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
1101	DEP EXECUTIVE OFFICER, BD OF SUP(UC)	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
0219	DEPUTY FIRE CHIEF, EMER OPNS(UC)	10/01/2002	N23	R16
		10/01/2004	N23	R16
		10/01/2005	N23	R16
0225	DEPUTY FIRE CHIEF, BUSINESS OPNS(UC)	10/01/2002	N23	R16
		01/01/2005	N23	R16
		01/01/2006	N23	R16
9246	DEPUTY PUBLIC DEFENDER I	10/01/2002	N34	83B
		01/01/2005	N34	84A
		01/01/2006	N34	84L
9248	DEPUTY PUBLIC DEFENDER II	10/01/2002	NX	94F
		01/01/2005	NX	95E
		01/01/2006	NX	96D
9251	DEPUTY PUBLIC DEFENDER III	10/01/2002	NW	103F
		01/01/2005	NW	104E
		01/01/2006	NW	105D

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9252	DEPUTY PUBLIC DEFENDER IV	10/01/2002	NX	107H
		01/01/2005	NX	108G
		01/01/2006	NX	109F
9309	DEPUTY SHERIFF,NC	10/01/2002		FD 205.04
		01/01/2005		FD 210.17
		01/01/2006		FD 215.42
9977	DETECTIVE(UC)	10/01/2002		94A
		10/01/2004		94L
		10/01/2005		95K
9978	DETECTIVE(UC)	10/01/2002	N23	R15
		10/01/2004	N23	R15
		10/01/2005	N23	R15
9979	DETECTIVE(UC)	10/01/2002	N23	R16
		10/01/2004	N23	R16
		10/01/2005	N23	R16
9980	DETECTIVE(UC)	10/01/2002	NW	90A
		10/01/2004	NW	90L
		10/01/2005	NW	91K
4799	DIETETICS ADVISOR,SHERIFF	10/01/2002		75B
		01/01/2005		76A
		01/01/2006		76L
8072	DIR,ADMISSIONS & PATIENT FIN SERV	10/01/2002		94B
		01/01/2005		95A
		01/01/2006		95L
9987	DIRECTOR,ASSESSOR'S OPERATIONS(UC)	10/01/2002	N23	R15
		01/01/2005	N23	R15
		01/01/2006	N23	R15
8910	DIRECTOR,BEACHES & HARBORS	10/01/2002	N23	R16
		01/01/2005	N23	R16
		01/01/2006	N23	R16
0997	DIRECTOR,BUREAU OPERATIONS,SHERIFF	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
8057	DIRECTOR,CHILDREN'S MEDICAL SERV	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
4584	DIRECTOR,COMP & VET MEDICINE,HS	10/01/2002		106G
		01/01/2005		107F
		01/01/2006		108E
1009	DIRECTOR,DEPARTMENT OF CORONER	10/01/2002	N23	R15
		01/01/2005	N23	R15
		01/01/2006	N23	R15
5689	DIR,DISTRICT ENVIRONMENTAL SERVICES	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10

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8715	DIR,EMPLOYEE SUPPORT SERVS,SHERIFF	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
5687	DIRECTOR,ENVIRONMENTAL PLNG & EVAL	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
4098	DIRECTOR,FACILITIES OPERATIONS,PROB	10/01/2002	N23	R9
		01/01/2005	N23	R9
		01/01/2006	N23	R9
1010	DIR,FISCAL ADMINISTRATION,SHERIFF	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
0425	DIRECTOR,HUMAN RESOURCES,LACERA	10/01/2002	N23	R10
2609	DIRECTOR,INFO SYSTEMS ADVISORY BODY	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
4265	DIRECTOR,INTERNAL SERVICES	10/01/2002	N23	R18
		01/01/2005	N23	R18
		01/01/2006	N23	R18
1063	DIRECTOR,JAIL PROGRAMS,SHERIFF	10/01/2002	N23	R11
		01/01/2005	N23	R11
		01/01/2006	N23	R11
8088	DIRECTOR,MEDICAL SERVICES,SHERIFF	10/01/2002	N23	R14
		01/01/2005	N23	R14
		01/01/2006	N23	R14
8143	DIR,MILITARY & VETERANS AFFAIRS	10/01/2002	N23	R9
		01/01/2005	N23	R9
		01/01/2006	N23	R9
8496	DIRECTOR,MUSEUM OF ART	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
8493	DIRECTOR,MUSEUM OF NATURAL HISTORY	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
2998	DIRECTOR OF ANIMAL CARE & CONTROL	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
1735	DIRECTOR OF CHILD SUPPORT SERVICES	10/01/2002	N23	R16
		01/01/2005	N23	R16
		01/01/2006	N23	R16
9113	DIRECTOR OF CHILDREN & FAMILY SERVS	03/24/2003	N23	R17
		01/01/2005	N23	R17
		01/01/2006	N23	R17
8239	DIR OF COMMUNITY & SR CITIZENS SERV	10/01/2002	N23	R15
		01/01/2005	N23	R15
		01/01/2006	N23	R15

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1671	DIRECTOR OF CONSUMER AFFAIRS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11
4556	DIRECTOR OF HEALTH SERVICES	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R19 R19 R19
7088	DIRECTOR OF MEDICAL PHOTOGRAPHY	10/01/2002 01/01/2005 01/01/2006		89F 90E 91D
4701	DIRECTOR OF MENTAL HEALTH	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R18 R18 R18
8770	DIRECTOR OF PARKS & RECREATION	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R16 R16 R16
1920	DIRECTOR OF PERSONNEL	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R18 R18 R18
3367	DIRECTOR OF PLANNING	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R15 R15 R15
8019	DIRECTOR OF PUBLIC SOCIAL SERVICES	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R18 R18 R18
3385	DIRECTOR OF PUBLIC WORKS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R19 R19 R19
4602	DIR,OFFICE OF AIDS PROG & POLICY,HS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
4568	DIRECTOR,OFFICE OF MANAGED CARE	10/01/2002 01/01/2005 01/01/2006		F 10720.07 F 10988.07 F 11262.77
5536	DIRECTOR,PHARMACY SERVICES,HS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
8616	DIRECTOR,PRETRIAL SERVICES,PROB	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
1648	DISABILITY RETIREMENT SPECIALIST	07/01/2003		82G
1643	DISABILITY RETIREMENT SPEC SUPVR	07/01/2003		90H
1514	DISASTER SERVICES ANALYST	10/01/2002 01/01/2005 01/01/2006		86H 87G 88F

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1513	DISASTER SERVICES PLANNING ASST	10/01/2002 01/01/2005 01/01/2006		84F 85E 86D
1517	DISASTER SERVICES SPECIALIST	10/01/2002 01/01/2005 01/01/2006		96K 97J 98H
9993	DISTRICT ATTORNEY(UNCLASSIFIED)	07/01/2003	N32	
1822	DIST ATTORNEY'S ASST CHF FIELD DEPY	10/01/2002 01/01/2005 01/01/2006		96J 97H 98G
1825	DIST ATTORNEY'S CHIEF FIELD DEPUTY	10/01/2002 01/01/2005 01/01/2006		102B 103A 103L
9955	DIST ATTORNEY'S CHF FIELD DEPY(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
1819	DISTRICT ATTORNEY'S FIELD DEPUTY	10/01/2002 01/01/2005 01/01/2006		88C 89B 90A
0723	DIVISION CHIEF,AUDITOR-CONTROLLER	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
8907	DIVISON CHIEF,BEACHES & HARBORS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
0846	DIVISION CHIEF,CAO	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R15 R15 R15
9108	DIVISION CHIEF,CHILD & FAMILY SERVS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
8193	DIVISION CHIEF,COMMUNITY SERVICES	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
2629	DIV CHF,INFO SYS & SUPPORT BUR,MH	10/01/2002 01/01/2005 01/01/2006		99D 100C 101B
1491	DIV CHIEF,LPS CONSERVATEE CASE MGMT	10/01/2002 01/01/2005 01/01/2006		95J 96H 97G
4720	DIV CHIEF,PROGRAM DEVELOPMENT,MH	10/01/2002 01/01/2005 01/01/2006		104J 105H 106G
9259	DIVISION CHIEF,PUBLIC DEFENDER	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	A2 A2 A2

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1489	DIVISION CHIEF, PUBLIC GUARDIAN, MH	10/01/2002 01/01/2005 01/01/2006	98E 99D 100C	
8014	DIVISION CHIEF, PSS	10/01/2002 01/01/2005 01/01/2006	N23 R12 N23 R12 N23 R12	
9968	DIVISION CHIEF, SHERIFF(UC)	10/01/2002 10/01/2004 10/01/2005	N23 R16 N23 R16 N23 R16	
2635	DIVISION CHIEF, SYSTEMS, PROBATION	10/01/2002 01/01/2005 01/01/2006	N23 R12 N23 R12 N23 R12	
1069	DIVISION DIRECTOR, SHERIFF	10/01/2002 01/01/2005 01/01/2006	N23 R16 N23 R16 N23 R16	
0773	DIVISION MANAGER, LACERA	10/01/2002	N23 R12	
1122	DIVISION MANAGER, REG-REC/CO CLERK	10/01/2002 01/01/2005 01/01/2006	N23 R11 N23 R11 N23 R11	
1580	DOCUMENT EXAMINER I, AUDITOR-CONT	10/01/2002 01/01/2005 01/01/2006	76E 77D 78C	
1581	DOCUMENT EXAMINER II, AUDITOR-CONT	10/01/2002 01/01/2005 01/01/2006	86E 87D 88C	
5881	DRIVING INSTR, HANDICAPPED PATIENTS	10/01/2002 01/01/2005 01/01/2006	79D 80C 81B	
5515	DRUG INFORMATION CENTER COORDINATOR	10/01/2002 01/01/2005 01/01/2006	NW 103G NW 104F NW 105E	
0453	EDP PRIN PROGRAMMER ANALYST, LACERA	07/01/2003	100D	
1857	EDUCATIONAL DEVELOPMENT ADMR, SHER	10/01/2002 01/01/2005 01/01/2006	N23 R10 N23 R10 N23 R10	
9312	ELECTION ASSISTANT I, NC	07/01/2003 01/01/2005 01/01/2006	FH FH FH	12.01 12.31 12.62
9313	ELECTION ASSISTANT II, NC	07/01/2003 01/01/2005 01/01/2006	FH FH FH	15.67 16.06 16.46
9315	ELECTION ASSISTANT III, NC	07/01/2003 01/01/2005 01/01/2006	FH FH FH	22.21 22.77 23.34

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1126	ELECTION PROGRAMS COORDINATOR	10/01/2002 01/01/2005 01/01/2006		87J 88H 89G
4600	EMERGENCY MED SERVS ASST DIRECTOR	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11
4612	EMERGENCY MEDICAL SERVICES DIRECTOR	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
4596	EMERGENCY MEDICAL SYSTEMS PROG HEAD	10/01/2002 01/01/2005 01/01/2006		89K 90J 91H
5625	EMERGENCY PATIENT TRANSFER COORD	10/01/2002 01/01/2005 01/01/2006		76K 77J 78H
1874	EMPLOYEE DEVELOPMENT OFFICER,HS	10/01/2002 01/01/2005 01/01/2006		89H 90G 91F
8197	EMP & TRAINING DIR,COMTY & SR SERVS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
1923	EMPLOYMENT SERVS ASST I,SHERIFF	10/01/2002 01/01/2005 01/01/2006		68F 69E 70D
1924	EMPLOYMENT SERVS ASST II,SHERIFF	10/01/2002 01/01/2005 01/01/2006		76F 77E 78D
1925	EMPLOYMENT SERVS ASST III,SHERIFF	10/01/2002 01/01/2005 01/01/2006		81F 82E 83D
3313	ENGINEERING ADMINISTRATOR XIII,ISD	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
5692	ENVIRONMENTAL HEALTH DEPUTY	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
5688	ENVIRONMENTAL HEALTH SERVS MANAGER	10/01/2002 01/01/2005 01/01/2006		93B 94A 94L
5680	ENVIRONMENTAL HEALTH TRAINING COORD	10/01/2002 01/01/2005 01/01/2006		90L 91K 92J
1759	EPIDEMIOLOGIST	10/01/2002 01/01/2005 01/01/2006		87H 88G 89F

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1677	EQUAL EMPLOYMENT OPPORT COMPL INVR	10/01/2002 01/01/2005 01/01/2006		79K 80J 81H
1289	EXAMINATION PROCTOR	10/01/2002 01/01/2005 01/01/2006		62D 63C 64B
1120	EXECUTIVE ASSISTANT	10/01/2002 01/01/2005 01/01/2006	N23	R9 R9 R9
0947	EXECUTIVE ASST,ANIMAL CARE & CONT	10/01/2002 01/01/2005 01/01/2006	N23	R7 R7 R7
9104	EXECUTIVE ASST,CHILD & FAMILY SERVS	10/01/2002 01/01/2005 01/01/2006	N23	R10 R10 R10
0949	EXECUTIVE ASSISTANT,DA	10/01/2002 01/01/2005 01/01/2006		89K 90J 91H
8125	EXECUTIVE ASSISTANT,HUMAN RELATIONS	10/01/2002 01/01/2005 01/01/2006		87J 88H 89G
4733	EXEC ASST,MENTAL HEALTH COMMISSION	10/01/2002 01/01/2005 01/01/2006		88K 89J 90H
0944	EXEC ASST,NARC & DANG DRUGS COMM	10/01/2002 01/01/2005 01/01/2006		85K 86J 87H
0945	EXEC ASST,NATIVE AMER INDIAN COMM	10/01/2002 01/01/2005 01/01/2006		85K 86J 87H
8650	EXECUTIVE ASSISTANT,PROBATION	10/01/2002 01/01/2005 01/01/2006	N23	R13 R13 R13
9967	EXECUTIVE ASSISTANT,SHERIFF(UC)	10/01/2002 10/01/2004 10/01/2005		110F 111E 112D
8807	EXEC DIRECTOR,ARTS COMMISSION	10/01/2002 01/01/2005 01/01/2006	N23	R8 R8 R8
1067	EXECUTIVE DIRECTOR,CCJCC	10/01/2002 01/01/2005 01/01/2006	N23	R12 R12 R12
1020	EXEC DIR,COMM ON HIV HEALTH SERVS	09/30/2003 01/01/2005 01/01/2006	N23	R11 R11 R11

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8126	EXECUTIVE DIR,HUMAN RELATIONS COMM	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
9095	EXECUTIVE DIRECTOR, ICAN	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
8085	EXEC DIR,LAC/USC MEDICAL CENTER(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R16 R16 R16
4569	EXECUTIVE MANAGER,HEALTH SERVS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R15 R15 R15
0301	EXECUTIVE OFFICER,ARBORETUM	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R10 R10 R10
1109	EXECUTIVE OFFICER,BD OF SUPERVISORS	10/01/2001 01/01/2005 01/01/2006	N23 N23 N23	R17 R17 R17
2120	EXECUTIVE SECRETARY I	10/01/2002 01/01/2005 01/01/2006		82E 83D 84C
2121	EXECUTIVE SECRETARY II	10/01/2002 01/01/2005 01/01/2006		84E 85D 86C
2122	EXECUTIVE SECRETARY III	10/01/2002 01/01/2005 01/01/2006		86E 87D 88C
2123	EXECUTIVE SECRETARY IV	10/01/2002 01/01/2005 01/01/2006		88E 89D 90C
2124	EXECUTIVE SECRETARY V	10/01/2002 01/01/2005 01/01/2006	N29 N29 N29	90E 91D 92C
9932	EXECUTIVE SECRETARY(UC)	10/01/2002 01/01/2005 01/01/2006		90E 91D 92C
0442	EXECUTIVE SECRETARY, LACERA	07/01/2003		85J
4868	EXERCISE PHYSIOLOGY TECHNICIAN	10/01/2002 01/01/2005 01/01/2006		81L 82K 83J
8425	EXHIBITS DESIGNER	10/01/2002 01/01/2005 01/01/2006		76C 77B 78A
8066	EXPENDITURE MANAGER I	10/01/2002 01/01/2005 01/01/2006		92E 93D 94C

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1221	EXTRADITION SERVICES ASSISTANT,DA	10/01/2002 01/01/2005 01/01/2006		69C 70B 71A
1222	EXTRADITION SERVICES SPECIALIST,DA	10/01/2002 01/01/2005 01/01/2006		85B 86A 86L
4094	FACILITY MANAGER,PUBLIC WORKS	10/01/2002 01/01/2005 01/01/2006		91C 92B 93A
9966	FIELD DEPUTY,SHERIFF(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9
1156	FIELD REPRESENTATIVE,REG-REC	10/01/2002 01/01/2005 01/01/2006		63B 64A 64L
0505	FINANCE ANALYST	10/01/2002 01/01/2005 01/01/2006		96K 97J 98H
0767	FINANCE ANALYST I,LACERA	07/01/2003		89G
0768	FINANCE ANALYST II,LACERA	10/01/2002	N23	R10
0769	FINANCE ANALYST III,LACERA	10/01/2002	N23	R14
8070	FINANCE MANAGER,LAC/USC MED CENTER	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
4704	FINANCE SPECIALIST,MENTAL HEALTH	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
0747	FINANCIAL SPECIALIST I	10/01/2002 01/01/2005 01/01/2006	N26 N26 N26	74D 75C 76B
0748	FINANCIAL SPECIALIST II	10/01/2002 01/01/2005 01/01/2006	N27 N27 N27	78D 79C 80B
0749	FINANCIAL SPECIALIST III	10/01/2002 01/01/2005 01/01/2006	N27 N27 N27	82D 83C 84B
0750	FINANCIAL SPECIALIST IV	10/01/2002 01/01/2005 01/01/2006	N27 N27 N27	86D 87C 88B
3780	FIRE PREVENTION ENGINEER	10/01/2002 01/01/2005 01/01/2006		87J 88H 89G
0752	FISCAL OFFICER I	10/01/2002 01/01/2005 01/01/2006		91G 92F 93E

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0753	FISCAL OFFICER II	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R10 R10 R10
0755	FISCAL OFFICER II, HS	10/01/2002 01/01/2005 01/01/2006		98E 99D 100C
4794	FOOD SERVICES CHIEF	10/01/2002 01/01/2005 01/01/2006		85G 86F 87E
4797	FOOD SERVICES CONSULTANT, PROBATION	10/01/2002 01/01/2005 01/01/2006		85K 86J 87H
4791	FOOD SERVICES MANAGER	10/01/2002 01/01/2005 01/01/2006		80C 81B 82A
2752	FORENSIC DOCUMENTS EXAMINER	10/01/2002 01/01/2005 01/01/2006		95A 95L 96K
8812	GOLF DIRECTOR	10/01/2002 01/01/2005 01/01/2006		89F 90E 91D
1012	GOVERNMENTAL RELATIONS REP, PW	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
5117	GRADUATE VOCATIONAL NURSE, UNLIC	10/01/2002 01/01/2005 01/01/2006	F F F	1775.25 1819.63 1865.12
7966	GRAPHIC ARTIST, CAO	10/01/2002 01/01/2005 01/01/2006		74J 75H 76G
7965	GRAPHIC ARTS COORDINATOR	10/01/2002 01/01/2005 01/01/2006		89A 89L 90K
4406	HAZARDOUS MATERIAL CONTROL MGR, FIRE	10/01/2002 01/01/2005 01/01/2006		97F 98E 99D
1057	HEAD, ADMIN & FAC SERVS, MUS/NAT HIST	10/01/2002 01/01/2005 01/01/2006		93B 94A 94L
8645	HEAD, ADMINISTRATIVE INVESTIGATIONS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R8 R8 R8
1073	HEAD, ADMIN SYSTEMS, COUNTY COUNSEL	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R10 R10 R10

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8415	HEAD,ART MUSEUM TECHNICAL SERVICES	10/01/2002 01/01/2005 01/01/2006		80H 81G 82F
9288	HEAD ATTORNEY,CHILD SUPPORT SERVS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	A1 A1 A1
1108	HEAD BOARD SPECIALIST	10/01/2002 01/01/2005 01/01/2006	N36 N36 N36	80D 81C 82B
1075	HEAD,BUDGET & MGMT SERVS,MUS OF ART	10/01/2002 01/01/2005 01/01/2006		89B 90A 90L
1017	HEAD,BUDGET SERVICES,REG PLANNING	10/01/2002 01/01/2005 01/01/2006		89D 90C 91B
1186	HEAD,CENTRAL RECORDS,PROBATION	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9
1618	HEAD CHILD SUPPORT OFFICER	10/01/2002 01/01/2005 01/01/2006		87E 88D 89C
1097	HD,CIVIL SERVICE COMM,BD OF SUPVRS	10/01/2002 01/01/2005 01/01/2006		93G 94F 95E
1103	HEAD,COMMISSION SERVICES,BD OF SUPV	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R8 R8 R8
1031	HEAD COMPLIANCE OFFICER	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11
4619	HEAD CONTRACT PROGRAM AUDITOR	10/01/2002 01/01/2005 01/01/2006		93B 94A 94L
4769	HEAD DENTIST	10/01/2002 01/01/2005 01/01/2006	N2 N2 N2	104A 104L 105K
1882	HEAD DEPARTMENTAL CIVIL SERVICE REP	10/01/2002 01/01/2005 01/01/2006		95J 96H 97G
1851	HEAD DEPARTMENTAL PERSONNEL SPEC	10/01/2002 01/01/2005 01/01/2006		90K 91J 92H
1850	HEAD DEPARTMENTAL PERSONNEL TECH	10/01/2002 01/01/2005 01/01/2006		88K 89J 90H

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9277	HEAD DEPUTY DISTRICT ATTORNEY	10/01/2002	N23	A1
		01/01/2005	N23	A1
		01/01/2006	N23	A1
9253	HEAD DEPUTY PUBLIC DEFENDER	10/01/2002	N23	A1
		01/01/2005	N23	A1
		01/01/2006	N23	A1
4111	HD, FACILITIES MANAGEMENT, PROBATION	10/01/2002	N23	R11
		01/01/2005	N23	R11
		01/01/2006	N23	R11
4097	HD, FACILITIES OPERATIONS, PROBATION	10/01/2002		84J
		01/01/2005		85H
		01/01/2006		86G
1046	HEAD, FINANCIAL MGMT, COUNTY COUNSEL	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
2437	HEAD FIRE DISPATCHER	10/01/2002		81F
		01/01/2005		82E
		01/01/2006		83D
3784	HEAD FIRE PREVENTION ENGINEER	10/01/2002		93J
		01/01/2005		94H
		01/01/2006		95G
8674	HD INVESTIGATOR, PRETRIAL SERVS, PROB	10/01/2002		92B
		01/01/2005		93A
		01/01/2006		93L
6030	HEAD, MAIL & DELIVERY SERVICE	10/01/2002		78G
		01/01/2005		79F
		01/01/2006		80E
6633	HEAD, MAINTENANCE & REPAIR SERVICES	10/01/2002	F	6109.85
		01/01/2005	F	6262.60
		01/01/2006	F	6419.17
4617	HEAD, MANAGEMENT INFO CENTER, HS	10/01/2002		92F
		01/01/2005		93E
		01/01/2006		94D
1079	HEAD, MANAGEMENT SERVICES, BD OF SUPV	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
1088	HEAD, MANAGEMENT SERVICES	10/01/2002		R9
		01/01/2005		R9
		01/01/2006		R9
1077	HEAD, MANAGEMENT SERVICES, HS	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
1089	HEAD, MANAGEMENT SERVICES, PUB DEF	10/01/2002	N23	R9
		01/01/2005	N23	R9
		01/01/2006	N23	R9

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1022	HEAD,MANAGEMENT SERVICES,PW	10/01/2002 01/01/2005 01/01/2006	96E 97D 98C	
1595	HEAD,MARKETING SERVICES,LIBRARY	10/01/2002 01/01/2005 01/01/2006	N23 R9 N23 R9 N23 R9	
7145	HEAD,MEDIA SERVICES	10/01/2002 01/01/2005 01/01/2006	89H 90G 91F	
5779	HEAD MEDICAL RADIATION PHYSICIST	10/01/2002 01/01/2005 01/01/2006	96J 97H 98G	
8418	HD,MUSEUM MAINT & CONSTRUCTION SVS	10/01/2002 01/01/2005 01/01/2006	F F F	6001.50 6151.54 6305.33
4396	HEAD,OCCUPATIONAL HEALTH SERVICES	10/01/2002 01/01/2005 01/01/2006	93L 94K 95J	
9196	HEAD PATIENT FINANCIAL SERVS WORKER	10/01/2002 01/01/2005 01/01/2006	82E 83D 84C	
1072	HD,PERSONNEL & SPECIAL SERVS,CO CO	10/01/2002 01/01/2005 01/01/2006	N23 R10 N23 R10 N23 R10	
1878	HEAD,PERSONNEL MANAGEMENT,PW	10/01/2002 01/01/2005 01/01/2006	94K 95J 96H	
1870	HEAD,PERSONNEL OPERATIONS,PROBATION	10/01/2002 01/01/2005 01/01/2006	N23 R11 N23 R11 N23 R11	
0924	HEAD,PLANNING & EXEC SUPPORT,FIRE	10/01/2002 01/01/2005 01/01/2006	N23 R11 N23 R11 N23 R11	
1597	HEAD,PUBLIC AFFAIRS & SPEC SERVS,PW	10/01/2002 01/01/2005 01/01/2006	91C 92B 93A	
2065	HEAD,REAL ESTATE,PUBLIC WORKS	10/01/2002 01/01/2005 01/01/2006	96B 97A 97L	
7580	HEAD,REPROGRAPHICS,ASSESSOR	10/01/2002 01/01/2005 01/01/2006	82J 83H 84G	
0703	HEAD,REVENUE & FUND ACCOUNTING	10/01/2002 01/01/2005 01/01/2006	93G 94F 95E	

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1869	HEAD STAFF DEVELOPMENT SPECIALIST	10/01/2002 01/01/2005 01/01/2006		84J 85H 86G
0934	HEAD,STAFF SERVICES	10/01/2002 01/01/2005 01/01/2006		84K 85J 86H
0938	HEAD,STAFF SERVICES,HEALTH	10/01/2002 01/01/2005 01/01/2006		88A 88L 89K
1357	HEAD,SUPPORT SERVICES,ASSESSOR	10/01/2002 01/01/2005 01/01/2006		86F 87E 88D
8351	HEAD,SUPPORT SERVICES,LIBRARY	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R8 R8 R8
3729	HEAD TELECOM SYSTEMS ANALYST,ISD	10/01/2002 01/01/2005 01/01/2006		88G 89F 90E
4354	HEAD TOXICOLOGIST	10/01/2002 01/01/2005 01/01/2006		100C 101B 102A
8630	HEAD TRANSPORTATION DEPUTY,PROB	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R7 R7 R7
0672	HEALTH CARE FINANCIAL ANALYST	10/01/2002 01/01/2005 01/01/2006		81L 82K 83J
4855	HEALTH EDUCATION COORDINATOR	10/01/2002 01/01/2005 01/01/2006		86K 87J 88H
5535	HEALTH FACILITIES CONSULT,PHARMACY	10/01/2002 01/01/2005 01/01/2006	NW NW NW	101K 102J 103H
5706	HEALTH FACILITIES PROGRAM MANAGER	10/01/2002 01/01/2005 01/01/2006		93B 94A 94L
0227	HEALTH PROGRAM COORD,PUB SAFETY	10/01/2002 01/01/2005 01/01/2006		98B 99A 99L
8059	HEALTH SERVICES MANAGEMENT FELLOW	10/01/2002 01/01/2005 01/01/2006	N3 N3 N3	76A 76L 77K
9223	HEARING OFFICER,DISTRICT ATTORNEY	10/01/2002 01/01/2005 01/01/2006		80K 81J 82H

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5089	HOME NURSING ATTENDANT	10/01/2002		53K
		01/01/2005		54J
		01/01/2006		55H
8081	HOSPITAL ADMINISTRATOR I	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
8082	HOSPITAL ADMINISTRATOR I(UC)	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
8083	HOSPITAL ADMINISTRATOR II	10/01/2002	N23	R15
		01/01/2005	N23	R15
		01/01/2006	N23	R15
8084	HOSPITAL ADMINISTRATOR II(UC)	10/01/2002	N23	R15
		01/01/2005	N23	R15
		01/01/2006	N23	R15
2404	HOSPITAL MATERIALS MANAGER	10/01/2002		94K
		01/01/2005		95J
		01/01/2006		96H
1864	HOSPITAL TRAINING COORDINATOR	10/01/2002		84K
		01/01/2005		85J
		01/01/2006		86H
0434	HUMAN RESOURCES ANALYST, LACERA	07/01/2003		83A
1910	HUMAN RESOURCES ANALYST I	10/01/2002		80K
		01/01/2005		81J
		01/01/2006		82H
1911	HUMAN RESOURCES ANALYST II	10/01/2002		84K
		01/01/2005		85J
		01/01/2006		86H
1912	HUMAN RESOURCES ANALYST III	10/01/2002		90K
		01/01/2005		91J
		01/01/2006		92H
1913	HUMAN RESOURCES ANALYST IV	10/01/2002		96K
		01/01/2005		97J
		01/01/2006		98H
1915	HUMAN RESOURCES MANAGER	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
1909	HUMAN RESOURCES TRAINEE	10/01/2002		70K
		01/01/2005		71J
		01/01/2006		72H
8021	HUMAN SERVICES ADMINISTRATOR I	10/01/2002		87J
		01/01/2005		88H
		01/01/2006		89G
8022	HUMAN SERVICES ADMINISTRATOR II	10/01/2002		90J
		01/01/2005		91H
		01/01/2006		92G

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8023	HUMAN SERVICES ADMINISTRATOR III	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R10 R10 R10
8008	HUMAN SERVICES LIAISON, PSS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
8701	INDUSTRIAL/ORG CONSULTANT, SHERIFF	10/01/2002 01/01/2005 01/01/2006		102K 103J 104H
1116	INFO RESOURCE SPEC, BD OF SUPVRS	10/01/2002 01/01/2005 01/01/2006		92D 93C 94B
2542	INFO SYSTEMS CONTRACTS ANALYST	10/01/2002 01/01/2005 01/01/2006		90D 91C 92B
2593	INFORMATION SYSTEMS COORDINATOR	10/01/2002 01/01/2005 01/01/2006		91L 92K 93J
2573	INFORMATION SYSTEMS MANAGER I	10/01/2002 01/01/2005 01/01/2006		102C 103B 104A
2574	INFORMATION SYSTEMS MANAGER II	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
2569	INFORMATION SYSTEMS SPECIALIST I	10/01/2002 01/01/2005 01/01/2006		102C 103B 104A
2570	INFORMATION SYSTEMS SPECIALIST II	10/01/2002 01/01/2005 01/01/2006		107E 108D 109C
2595	INFORMATION SYSTEMS SUPERVISOR I	10/01/2002 01/01/2005 01/01/2006		91L 92K 93J
2596	INFORMATION SYSTEMS SUPERVISOR II	10/01/2002 01/01/2005 01/01/2006		96H 97G 98F
2597	INFORMATION SYSTEMS SUPERVISOR III	10/01/2002 01/01/2005 01/01/2006		99D 100C 101B
2534	INFO SYSTEMS SUPPORT ANALYST I	10/01/2002 01/01/2005 01/01/2006	N2 N2 N2	83A 83L 84K
2535	INFO SYSTEMS SUPPORT ANALYST II	10/01/2002 01/01/2005 01/01/2006	N2 N2 N2	85A 85L 86K

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2563	INFO TECHNOLOGY CONSULTANT,CIO	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11
2568	INFO TECHNOLOGY SPECIALIST,ISD	10/01/2002 01/01/2005 01/01/2006		102C 103B 104A
0677	INTERMEDIATE ACCOUNTANT-AUDITOR	10/01/2002 01/01/2005 01/01/2006		84D 85C 86B
1099	INTERMEDIATE BOARD SPECIALIST	10/01/2002 01/01/2005 01/01/2006	N36 N36 N36	70D 71C 72B
5508	INTERN PHARMACIST	10/01/2002 01/01/2005 01/01/2006		F 2843.34 F 2914.42 F 2987.28
0765	INTERNAL AUDITOR,LACERA	07/01/2003		92B
9322	INTERPRETER,NC	10/01/2002 01/01/2005 01/01/2006	N5 N5 N5	59L 60K 61J
0681	INVESTIGATIVE AUDITOR,DA	10/01/2002 01/01/2005 01/01/2006		88D 89C 90B
2913	INVESTIGATOR I	10/01/2002 01/01/2005 01/01/2006		83F 84E 85D
2915	INVESTIGATOR II	10/01/2002 01/01/2005 01/01/2006		89K 90J 91H
2900	INVESTIGATOR I,PD	10/01/2002 01/01/2005 01/01/2006		83G 84F 85E
2884	INVESTIGATOR-PHOTOGRAPHER,DA	10/01/2002 01/01/2005 01/01/2006		77L 78K 79J
4898	LABORATORY DISTRIBUTION CTR SUPVR	10/01/2002 01/01/2005 01/01/2006		88A 88L 89K
8040	LABORATORY SERVICES MANAGER	10/01/2002 01/01/2005 01/01/2006		88J 89H 90G
2959	LAKE AQUATICS MANAGER	10/01/2002 10/01/2004 10/01/2005		83E 84D 85C
0363	LANDSCAPE CONTRACT MONITOR,PKS&REC	10/01/2002 01/01/2005 01/01/2006		78F 79E 80D

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6886	LAUNDRY COORDINATOR	10/01/2002	80G	
		01/01/2005	81F	
		01/01/2006	82E	
6881	LAUNDRY SUPERVISOR III	10/01/2002	76G	
		01/01/2005	77F	
		01/01/2006	78E	
6884	LAUNDRY SUPERVISOR IV	10/01/2002	82G	
		01/01/2005	83F	
		01/01/2006	84E	
9240	LAW CLERK	10/01/2002	F	2303.38
		01/01/2005	F	2360.96
		01/01/2006	F	2419.98
8393	LAW LIBRARIAN	10/01/2002	N3	79G
		01/01/2005	N3	80F
		01/01/2006	N3	81E
8394	LAW LIBRARIAN, COUNTY COUNSEL	10/01/2002		85C
		01/01/2005		86B
		01/01/2006		87A
8888	LEASE SPECIALIST, BEACHES & HARBORS	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
9235	LEGAL ANALYST, LACERA	07/01/2003		84B
9289	LEGAL RESEARCH COORD, LAW ENFORCE	10/01/2002		101B
		01/01/2005		102A
		01/01/2006		102L
4587	LEGISLATIVE ANALYST	10/01/2002		87J
		01/01/2005		88H
		01/01/2006		89G
1013	LEGISLATIVE & PUBLIC INFO OFF, MH	10/01/2002		92E
		01/01/2005		93D
		01/01/2006		94C
8338	LIBRARIAN INTERN	10/01/2002	FH	14.40
		01/01/2005	FH	14.76
		01/01/2006	FH	15.13
8344	LIBRARY ADMINISTRATOR	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
2906	LIEUTENANT, PD	10/01/2002		98H
		01/01/2005		99G
		01/01/2006		100F
9219	LITIGATION COST MGR, CO COUNSEL(UC)	12/17/2002	N23	A4
		01/01/2005	N23	A4
		01/01/2006	N23	A4
8737	LOCKER ROOM ATTENDANT	10/01/2002	N1	FH
		01/01/2005	N1	FH
		01/01/2006	N1	FH

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0838	MANAGEMENT ANALYST, CAO	10/01/2002 01/01/2005 01/01/2006	N24 N24 N24	
2107	MANAGEMENT SECRETARY I	10/01/2002 01/01/2005 01/01/2006		74E 75D 76C
2108	MANAGEMENT SECRETARY II	10/01/2002 01/01/2005 01/01/2006		76E 77D 78C
2109	MANAGEMENT SECRETARY III	10/01/2002 01/01/2005 01/01/2006		78E 79D 80C
2110	MANAGEMENT SECRETARY IV	10/01/2002 01/01/2005 01/01/2006		80E 81D 82C
2111	MANAGEMENT SECRETARY V	10/01/2002 01/01/2005 01/01/2006		82E 83D 84C
0440	MANAGEMENT SECRETARY, LACERA	07/01/2003		77J
0892	MANAGEMENT SPECIALIST I, PW	10/01/2002 01/01/2005 01/01/2006		90K 91J 92H
0893	MANAGEMENT SPECIALIST II, PW	10/01/2002 01/01/2005 01/01/2006		94K 95J 96H
0894	MANAGEMENT SPECIALIST, CO COUNSEL	10/01/2002 01/01/2005 01/01/2006		94K 95J 96H
0814	MANAGEMENT TRAINEE, CAO	10/01/2002 01/01/2005 01/01/2006	N2 N2 N2	70D 71C 72B
6657	MANAGER I, CRAFT OPERATIONS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R10 R10 R10
6659	MANAGER II, CRAFT OPERATIONS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
6685	MANAGER I, FACILITIES OPNS & CRAFTS	10/01/2002 01/01/2005 01/01/2006		96J 97H 98G
6686	MANAGER II, FACILITIES OPNS & CRAFTS	10/01/2002 01/01/2005 01/01/2006		102B 103A 103L
6687	MANAGER III, FACILITIES OPNS & CRAFT	05/20/2003 01/01/2005 01/01/2006		103B 104A 104L

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6688	MANAGER IV, FACILITIES OPNS & CRAFTS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
6805	MANAGER, AREA CUSTODIAL OPERATIONS	10/01/2002 01/01/2005 01/01/2006		73F 74E 75D
2228	MGR, CUSTODY RECORDS SYSTEM, SHERIFF	10/01/2002 01/01/2005 01/01/2006		88H 89G 90F
3408	MANAGER, EMERGENCY TELECOM SYSTEMS	10/01/2002 01/01/2005 01/01/2006		91F 92E 93D
2306	MGR, EVIDENCE & PROPERTY OPNS, SHER	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R8 R8 R8
6821	MANAGER, FACILITIES OPERATIONS, ISD	10/01/2002 01/01/2005 01/01/2006		84J 85H 86G
4821	MANAGER, FOOD SERVICES, SHERIFF	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9
6888	MANAGER, LAUNDRY SERVICES, SHERIFF	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9
6039	MGR, MOTOR POOL OPERATION, SHERIFF	10/01/2002 01/01/2005 01/01/2006		91A 91L 92K
2248	MANAGER, RECORDS INFO SYSTEM, SHERIFF	10/01/2002 01/01/2005 01/01/2006		89A 89L 90K
1772	MARKETING ANALYST	10/01/2002 01/01/2005 01/01/2006		83J 84H 85G
1776	MARKETING SPECIALIST, BEACHES & HARB	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9
2396	MATERIALS MGMT OPNS ANALYST, MED CTR	10/01/2002 01/01/2005 01/01/2006		84K 85J 86H
2407	MATERIALS MGMT SYSTEMS ANALYST, PW	10/01/2002 01/01/2005 01/01/2006		83F 84E 85D
2622	MATERIALS MGMT SYSTEMS COORDINATOR	10/01/2002 01/01/2005 01/01/2006		96H 97G 98F

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2409	MATERIALS MANAGER,PUBLIC WORKS	10/01/2002 01/01/2005 01/01/2006	95A 95L 96K	
2705	MATRON	10/01/2002 01/01/2005 01/01/2006	FH FH FH	16.42 16.83 17.25
2405	MEDICAL CENTER MATERIALS MANAGER	10/01/2002 01/01/2005 01/01/2006	100C 101B 102A	
8074	MEDICAL CENTER UNIT ADMINISTRATOR I	10/01/2002 01/01/2005 01/01/2006	N23 R11 N23 R11 N23 R11	
8076	MED CENTER UNIT ADMINISTRATOR II	10/01/2002 01/01/2005 01/01/2006	N23 R13 N23 R13 N23 R13	
5447	MEDICAL DIRECTOR I,MD	10/01/2002 01/01/2005 01/01/2006	N19 M08 N19 M08 N19 M08	
5449	MEDICAL DIRECTOR II,MD	10/01/2002 01/01/2005 01/01/2006	N19 M11 N19 M11 N19 M11	
5451	MEDICAL DIRECTOR III,MD	10/01/2002 01/01/2005 01/01/2006	N19 M12 N19 M12 N19 M12	
4566	MEDICAL DIR,JUV COURT HEALTH SERVS	10/01/2002 01/01/2005 01/01/2006	N19 M08 N19 M08 N19 M08	
4564	MEDICAL DIRECTOR,MD,HEALTH SERVICES	10/01/2002 01/01/2005 01/01/2006	N19 M14 N19 M14 N19 M14	
4567	MEDICAL DIRECTOR,MD,MENTAL HEALTH	10/01/2002 01/01/2005 01/01/2006	N19 M14 N19 M14 N19 M14	
4574	MEDICAL DIR,MD,MENTAL HEALTH(UC)	10/01/2002 01/01/2005 01/01/2006	N19 M11 N19 M11 N19 M11	
4565	MEDICAL DIRECTOR,PUBLIC HEALTH PROG	10/01/2002 01/01/2005 01/01/2006	N19 M11 N19 M11 N19 M11	
1394	MEDICAL RECORDS DIRECTOR I	10/01/2002 01/01/2005 01/01/2006	80F 81E 82D	
1395	MEDICAL RECORDS DIRECTOR II	10/01/2002 01/01/2005 01/01/2006	84F 85E 86D	

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1396	MEDICAL RECORDS DIRECTOR III	10/01/2002 01/01/2005 01/01/2006	89F 90E 91D		
1397	MEDICAL RECORDS DIRECTOR, MED CTR	10/01/2002 01/01/2005 01/01/2006	97F 98E 99D		
4899	MEDICAL TECHNOLOGIST, DATA SYSTEMS	10/01/2002 01/01/2005 01/01/2006	88L 89K 90J		
4908	MEDICAL TECHNOLOGY ADMV SUPERVISOR	10/01/2002 01/01/2005 01/01/2006	97E 98D 99C		
4907	MEDICAL TECHNOLOGY ASST ADMV SUPVR	10/01/2002 01/01/2005 01/01/2006	94L 95K 96J		
4727	MENTAL HEALTH ANALYST I	10/01/2002 01/01/2005 01/01/2006	85K 86J 87H		
4729	MENTAL HEALTH ANALYST II	10/01/2002 01/01/2005 01/01/2006	89K 90J 91H		
4731	MENTAL HEALTH ANALYST III	10/01/2002 01/01/2005 01/01/2006	95J 96H 97G		
4719	MENTAL HEALTH CLINIC PROGRAM MGR	10/01/2002 01/01/2005 01/01/2006	102B 103A 103L		
4722	MENTAL HEALTH CLINICAL DIST CHIEF	10/01/2002 01/01/2005 01/01/2006	107F 108E 109D		
5492	MENTAL HEALTH CLINICAL DIST CHF, MD	10/01/2002 01/01/2005 01/01/2006	N19 N19 N19	M07 M07 M07	
4726	MENTAL HEALTH CLINICAL PROGRAM HEAD	10/01/2002 01/01/2005 01/01/2006	102B 103A 103L		
5470	MENTAL HEALTH CONSULTANT, MD	10/01/2002 01/01/2005 01/01/2006	N19 N19 N19		
5467	MENTAL HEALTH CONS, MD (PER SESSION)	10/01/2002 01/01/2005 01/01/2006	N19 N19 N19	FS FS FS	299.00 306.48 314.14
3096	METROLOGY TECHNICIAN I	10/01/2002 01/01/2005 01/01/2006	78B 79A 79L		

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3097	METROLOGY TECHNICIAN II	10/01/2002 01/01/2005 01/01/2006		80B 81A 81L	
9321	NEIGHBORHOOD WORKER, SR CITIZENS, NC	10/01/2002 01/01/2005 01/01/2006	N1 N1 N1	FH FH FH	6.33 6.49 6.65
5286	NURSE MANAGER	10/01/2002 01/01/2005 01/01/2006	NR NR NR	94A 94L 95K	
5296	NURSING DIRECTOR, ADMINISTRATION	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12	
5288	NURSING DIRECTOR, EDUCATION	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12	
5297	NURSING DIRECTOR, RESEARCH	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12	
5294	NURSING SYSTEMS CONSULTANT	10/01/2002 01/01/2005 01/01/2006		97J 98H 99G	
4866	OCCUPATIONAL HEALTH PHYSIOLOGIST	10/01/2002 01/01/2005 01/01/2006		94H 95G 96F	
5823	OCCUPATIONAL THERAPY CHIEF I	10/01/2002 01/01/2005 01/01/2006		99E 100D 101C	
5824	OCCUPATIONAL THERAPY CHIEF II	10/01/2002 01/01/2005 01/01/2006		103E 104D 105C	
5821	OCCUPATIONAL THERAPY CHIEF III	10/01/2002 01/01/2005 01/01/2006		105H 106G 107F	
2922	OCEAN LIFEGUARD CANDIDATE	10/01/2002 01/01/2005 01/01/2006		52E 53D 54C	
1634	OMBUDSMAN	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11	
0532	OPERATIONS CHIEF, TTC	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12	
1264	OPERATIONS OFF, BANKING & REM PROC	10/01/2002 01/01/2005 01/01/2006		87C 88B 89A	

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9232	PARALEGAL	10/01/2002	NW	75A
		01/01/2005	NW	75L
		01/01/2006	NW	76K
9191	PATIENT FINANCIAL SERVS CONT SUPVR	10/01/2002		75B
		01/01/2005		76A
		01/01/2006		76L
9189	PATIENT FINANCIAL SERVS CONT WKR	10/01/2002		71A
		01/01/2005		71L
		01/01/2006		72K
9197	PATIENT FINANCIAL SERVS OFFICER	10/01/2002		89D
		01/01/2005		90C
		01/01/2006		91B
1611	PATIENT RELATIONS SPECIALIST	10/01/2002		77E
		01/01/2005		78D
		01/01/2006		79C
9316	PATROL FIRE FIGHTER,NC	10/01/2002		59L
		01/01/2005		60K
		01/01/2006		61J
1342	PAYROLL SPECIALIST I,A/C	10/01/2002		64L
		01/01/2005		65K
		01/01/2006		66J
1343	PAYROLL SPECIALIST II,A/C	10/01/2002		71D
		01/01/2005		72C
		01/01/2006		73B
1344	PAYROLL SPECIALIST III,A/C	10/01/2002		76J
		01/01/2005		77H
		01/01/2006		78G
1890	PERSONNEL ASSISTANT	10/01/2002		68C
		01/01/2005		69B
		01/01/2006		70A
1852	PERSONNEL OFFICER I	10/01/2002		86K
		01/01/2005		87J
		01/01/2006		88H
1853	PERSONNEL OFFICER II	10/01/2002		95J
		01/01/2005		96H
		01/01/2006		97G
1854	PERSONNEL OFFICER III	10/01/2002	N23	R10
		01/01/2005	N23	R10
		01/01/2006	N23	R10
1898	PERSONNEL OFFICER,ASSESSOR	10/01/2002	N23	R11
		01/01/2005	N23	R11
		01/01/2006	N23	R11
1876	PERSONNEL OFFICER,HEALTH SERVICES	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12

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1873	PERSONNEL OFFICER, MEDICAL CENTER	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11
5528	PHARMACY SERVICES CHIEF I	10/01/2002 01/01/2005 01/01/2006	NW NW NW	102B 103A 103L
5529	PHARMACY SERVICES CHIEF II	10/01/2002 01/01/2005 01/01/2006	NW NW NW	103F 104E 105D
5530	PHARMACY SERVICES CHIEF III	10/01/2002 01/01/2005 01/01/2006	NW NW NW	106B 107A 107L
5516	PHARMACY SUPERVISOR I	10/01/2002 01/01/2005 01/01/2006	N2W N2W N2W	102B 102D 103C
5517	PHARMACY SUPERVISOR II	10/01/2002 01/01/2005 01/01/2006	NW NW NW	106B 107A 107L
4986	PHLEBOTOMY SERVICE SUPERVISOR	10/01/2002 01/01/2005 01/01/2006		66D 67C 68B
7079	PHOTOGRAPHER, CAO	10/01/2002 01/01/2005 01/01/2006	N2 N2 N2	76H 77G 78F
7086	PHOTOGRAPHER, SHERIFF	10/01/2002 01/01/2005 01/01/2006		75H 76G 77F
5827	PHYSICAL THERAPY CHIEF I	10/01/2002 01/01/2005 01/01/2006		99E 100D 101C
5828	PHYSICAL THERAPY CHIEF II	10/01/2002 01/01/2005 01/01/2006		103E 104D 105C
5831	PHYSICAL THERAPY CHIEF III	10/01/2002 01/01/2005 01/01/2006		105H 106G 107F
5475	PHYSICIAN, MD	10/10/2002 01/01/2005 01/01/2006	N19 N19 N19	P01 P01 P01
5422	PHYSICIAN, MD, EMERGENCY ROOM	10/01/2002 01/01/2005 01/01/2006	N19 N19 N19	
5421	PHYSICIAN, MD, OT	10/01/2002 01/01/2005 01/01/2006	N19 N19 N19	

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5477	PHYSICIAN SPECIALIST,MD	10/10/2002 01/01/2005 01/01/2006	N19 N19 N19	
5047	PHYSICIAN'S ASSISTANT	10/01/2002 01/01/2005 01/01/2006		93D 94C 95B
5048	PHYSICIAN'S ASST,EMERG CARE TRAINEE	10/01/2002 01/01/2005 01/01/2006	F F F	4689.08 4806.31 4926.47
5049	PHYSICIAN'S ASST,HOURLY PER DIEM	10/01/2002 01/01/2005 01/01/2006	FH FH FH	37.37 38.30 39.26
4482	PLANNING ANALYST,FIRE	10/01/2002 01/01/2005 01/01/2006		90K 91J 92H
4117	PLANNING SPECIALIST,BEACHES & HARB	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9
4952	PLANT PATHOLOGY LABORATORY TECH	10/01/2002 01/01/2005 01/01/2006		58C 59B 60A
8391	PLANT SCIENCE LIBRARIAN	10/01/2002 01/01/2005 01/01/2006	N2 N2 N2	76G 77F 78E
5880	PODIATRIST	10/01/2002 01/01/2005 01/01/2006	F F F	6842.71 7013.78 7189.12
5877	PODIATRY SERVICES COORDINATOR	10/01/2002 01/01/2005 01/01/2006		105F 106E 107D
2964	POOL LIFEGUARD	07/01/2002 01/01/2005 01/01/2006	N5 N5 N5	52F 53E 54D
0500	PORTFOLIO MANAGER	10/01/2002	N23	R13
9330	POWER EQUIPMENT OPERATOR(OAA),NC	10/01/2002 01/01/2005 01/01/2006	N6 N6 N6	
9331	POWER EQUIPMENT OPER HELPER(OAA),NC	10/01/2002 01/01/2005 01/01/2006	N6 N6 N6	
7439	POWER EQUIP SPECIFICATION WRITER	10/01/2002 01/01/2005 01/01/2006		83E 84D 85C
0654	PRINCIPAL ACCOUNTANT,AUDITOR-CONT	10/01/2002 01/01/2005 01/01/2006		95J 96H 97G

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0682	PRINCIPAL ACCOUNTANT-AUDITOR	10/01/2002 01/01/2005 01/01/2006	95J 96H 97G
2652	PRIN ACCOUNTING SYSTEMS ANALYST	10/01/2002 01/01/2005 01/01/2006	96H 97G 98F
0668	PRIN ACCOUNTING SYSTEMS TECHNICIAN	10/01/2002 01/01/2005 01/01/2006	93B 94A 94L
0830	PRINCIPAL ANALYST,CAO	10/01/2002 01/01/2005 01/01/2006	N35 102K N35 103J N35 104H
1914	PRINCIPAL ANALYST,HUMAN RESOURCES	10/01/2002 01/01/2005 01/01/2006	101K 102J 103H
0487	PRINCIPAL CASH SYSTEMS ANALYST	10/01/2002 01/01/2005 01/01/2006	93G 94F 95E
1845	PRIN DEPARTMENTAL PERSONNEL ASST	10/01/2002 01/01/2005 01/01/2006	80K 81J 82H
3438	PRINCIPAL ENGINEER	07/01/2002 01/01/2005 01/01/2006	104F 105E 106D
4589	PRINCIPAL HEALTH SERVS PROG ANALYST	10/01/2002 01/01/2005 01/01/2006	N23 R10 N23 R10 N23 R10
0495	PRINCIPAL INVESTMENT OFFICER,LACERA	10/01/2002	N23 R18
5284	PRIN MENTAL HEALTH COUNSELOR,RN	10/01/2002 01/01/2005 01/01/2006	97A 97L 98K
1893	PRINCIPAL PERSONNEL ASSISTANT	10/01/2002 01/01/2005 01/01/2006	82K 83J 84H
2526	PRINCIPAL PROGRAMMER ANALYST	10/01/2002 01/01/2005 01/01/2006	95L 96K 97J
0961	PRIN STAFF ANALYST,COMMISSION SERVS	09/23/2003 01/01/2005 01/01/2006	96K 97J 98H
8620	PROBATION DIRECTOR	10/01/2002 01/01/2005 01/01/2006	N23 R10 N23 R10 N23 R10
8613	PROBATION DIRECTOR I	10/01/2002 01/01/2005 01/01/2006	94K 95J 96H

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8624	PROBATION OFFICER	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R17 R17 R17
2402	PROCUREMENT SUPERVISOR, MED CENTER	10/01/2002 01/01/2005 01/01/2006		78B 79A 79L
1568	PROG ADM, VICTIM-WITNESS ASSISTANCE	10/01/2002 01/01/2005 01/01/2006		91L 92K 93J
0823	PROGRAM AID I, CAO	10/01/2002 01/01/2005 01/01/2006		63E 64D 65C
0824	PROGRAM AID II, CAO	10/01/2002 01/01/2005 01/01/2006		67E 68D 69C
1624	PROGRAM ANALYST	10/01/2002 01/01/2005 01/01/2006		87E 88D 89C
1622	PROGRAM ASSISTANT	10/01/2002 01/01/2005 01/01/2006		77C 78B 79A
1627	PROGRAM COORDINATOR	10/01/2002 01/01/2005 01/01/2006		94J 95H 96G
4598	PROGRAM DIR, OFF OF ALCOHOL PROG, HS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
8152	PROG DIR, PATIENTS RIGHTS & ADVOCACY	10/01/2002 01/01/2005 01/01/2006		100J 101H 102G
0977	PROGRAM MANAGER I	10/01/2002 01/01/2005 01/01/2006		82F 83E 84D
0978	PROGRAM MANAGER II	10/01/2002 01/01/2005 01/01/2006		86G 87F 88E
0979	PROGRAM MANAGER III, HEALTH SERVS	10/01/2002 01/01/2005 01/01/2006		90G 91F 92E
8194	PROGRAM MGR, COMMUNITY & SR SERVS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11
0712	PROGRAM SPECIALIST I, AUDITOR-CONT	10/01/2002 01/01/2005 01/01/2006		87C 88B 89A

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0713	PROGRAM SPECIALIST II,AUDITOR-CONT	10/01/2002 01/01/2005 01/01/2006	91C 92B 93A	
0714	PROGRAM SPECIALIST III,AUDITOR-CONT	10/01/2002 01/01/2005 01/01/2006	95J 96H 97G	
0716	PROGRAM SPECIALIST IV,AUDITOR-CONT	10/01/2002 01/01/2005 01/01/2006	98E 99D 100C	
0717	PROGRAM SPECIALIST V,AUDITOR-CONT	10/01/2002 01/01/2005 01/01/2006	101B 102A 102L	
0718	PROGRAM SPECIALIST VI,AUDITOR-CONT	10/01/2002 01/01/2005 01/01/2006	N23	R13 R13 R13
0720	PROGRAM SPECIALIST VII,AUD-CONT(UC)	10/01/2002 01/01/2005 01/01/2006	N23	R14 R14 R14
0815	PROGRAM SPECIALIST I,CAO	10/01/2002 01/01/2005 01/01/2006	80K 81J 82H	
0816	PROGRAM SPECIALIST II,CAO	10/01/2002 01/01/2005 01/01/2006	84K 85J 86H	
0817	PROGRAM SPECIALIST III,CAO	10/01/2002 01/01/2005 01/01/2006	90K 91J 92H	
0818	PROGRAM SPECIALIST IV,CAO	10/01/2002 01/01/2005 01/01/2006	96K 97J 98H	
2530	PROGRAMMING SUPERVISOR II	10/01/2002 01/01/2005 01/01/2006	95L 96K 97J	
2600	PROGRAMMING SYSTEMS SPEC,LACERA	10/01/2002	N23	R8
4604	PROGRAMS ADMINISTRATOR,HEALTH SERVS	10/01/2002 01/01/2005 01/01/2006	N23	R11 R11 R11
1083	PROJECT ADMINISTRATOR,ICSC	10/01/2002 01/01/2005 01/01/2006	N23	R11 R11 R11
9122	PROJECT DIRECTOR I	10/01/2002 01/01/2005 01/01/2006	84G 85F 86E	
8219	PROJECT SUPERVISOR,COMMUNITY SERVS	10/01/2002 01/01/2005 01/01/2006	87F 88E 89D	

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9269	PUBLIC DEFENDER	07/01/2003	N23	R18
5006	PUBLIC HEALTH LABORATORIES DIRECTOR	10/01/2002 01/01/2005 01/01/2006		106C 107B 108A
1598	PUBLIC INFORMATION ASSISTANT	10/01/2002 01/01/2005 01/01/2006		71E 72D 73C
1600	PUBLIC INFORMATION OFFICER I	10/01/2002 01/01/2005 01/01/2006		83F 84E 85D
1601	PUBLIC INFORMATION OFFICER II	10/01/2002 01/01/2005 01/01/2006		85H 86G 87F
0465	PUBLIC INFORMATION OFFICER, LACERA	07/01/2003		88E
1602	PUBLIC INFORMATION REPRESENTATIVE	10/01/2002 01/01/2005 01/01/2006		81F 82E 83D
0981	PUBLIC WORKS CONSULTANT I	10/01/2002 01/01/2005 01/01/2006	FH	40.43 41.44 42.48
0982	PUBLIC WORKS CONSULTANT II	10/01/2002 01/01/2005 01/01/2006	FH	60.66 62.18 63.73
0983	PUBLIC WORKS CONSULTANT III	10/01/2002 01/01/2005 01/01/2006	FH	80.91 82.93 85.00
7974	PUBLICATIONS COORDINATOR, SHERIFF	10/01/2002 01/01/2005 01/01/2006		82A 82L 83K
2398	PURCHASING SPECIALIST, MED CENTER	10/01/2002 01/01/2005 01/01/2006		89G 90F 91E
0963	RECORDS MANAGER, PUBLIC WORKS	10/01/2002 01/01/2005 01/01/2006		90K 91J 92H
5822	RECREATION THERAPY CHIEF	10/01/2002 01/01/2005 01/01/2006		90E 91D 92C
9103	REGIONAL ADMINISTRATOR, CFS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
8847	REGIONAL GROUNDS MAINTENANCE SUPVR	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R5 R5 R5

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8773	REGIONAL OPERATIONS MGR, PARKS & REC	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11
8837	REGIONAL PARK SUPERINTENDENT II	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R5 R5 R5
8838	REGIONAL PARK SUPERINTENDENT III	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R7 R7 R7
8853	REGIONAL RECREATION DIRECTOR	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R6 R6 R6
1119	REGISTRAR-RECORDER/COUNTY CLERK	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R17 R17 R17
5108	REHABILITATION ASSOCIATE	10/01/2002 01/01/2005 01/01/2006		56E 57D 58C
8055	REHABILITATION CENTER MANAGER	10/01/2002 01/01/2005 01/01/2006		90E 91D 92C
5826	REHABILITATION THERAPY CHIEF	10/01/2002 01/01/2005 01/01/2006		96H 97G 98F
8969	RESEARCH TRAINEE, BEHAVIOR SCIENCES	10/01/2002 01/01/2005 01/01/2006	N3 N3 N3	62E 63D 64C
8060	RESIDENT, HOSPITAL ADMINISTRATION	10/01/2002 01/01/2005 01/01/2006	N4 N4 N4	64C 65B 66A
5592	RESPIRATORY SERVICES MANAGER	10/01/2002 01/01/2005 01/01/2006		95F 96E 97D
0776	RETIREMENT SYSTEMS MANAGER	10/01/2002	N23	R12
2644	RETIREMENT SYSTEMS SPECIALIST	10/01/2002	N23	R9
8063	REVENUE MANAGER I	10/01/2002 01/01/2005 01/01/2006		95J 96H 97G
8065	REVENUE MANAGER II	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11
0709	RISK MGMT INSPECTOR GENERAL, A/C	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R11 R11 R11

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0761	RISK MANAGEMENT SPECIALIST, LACERA	07/01/2003	92H
3037	SAFETY OFFICER I	10/01/2002 01/01/2005 01/01/2006	85A 85L 86K
3039	SAFETY OFFICER II	10/01/2002 01/01/2005 01/01/2006	86B 87A 87L
3041	SAFETY OFFICER, HEALTH SERVICES	10/01/2002 01/01/2005 01/01/2006	91F 92E 93D
9933	SECRETARY(UC)	10/01/2002 01/01/2005 01/01/2006	90E 91D 92C
2159	SECRETARY, COMMISSION SERVICES	10/01/2002 01/01/2005 01/01/2006	82D 83C 84B
2156	SECRETARY, HEALTH SERVICES COMM	10/01/2002 01/01/2005 01/01/2006	81E 82D 83C
2157	SECRETARY, MENTAL HEALTH COMMISSION	10/01/2002 01/01/2005 01/01/2006	81E 82D 83C
2932	SECTION CHIEF, LIFEGUARD SERVS, FIRE	10/01/2002 01/01/2005 01/01/2006	102C 103B 104A
1093	SECTION MANAGER, ADMINISTRATION, ISD	10/01/2002 01/01/2005 01/01/2006	98E 99D 100C
0649	SECTION MANAGER, AUDITOR-CONTROLLER	10/01/2002 01/01/2005 01/01/2006	95J 96H 97G
4233	SECTION MANAGER, CONTRACTS, ISD	10/01/2002 01/01/2005 01/01/2006	95J 96H 97G
6810	SECTION MGR, CUSTODIAL SERVICES, ISD	10/01/2002 01/01/2005 01/01/2006	83H 84G 85F
6661	SECTION MANAGER, FACILITIES OPNS, ISD	10/01/2002 01/01/2005 01/01/2006	102B 103A 103L
2578	SECTION MGR, INFO TECHNOLOGY, ISD	10/01/2002 01/01/2005 01/01/2006	102C 103B 104A
2553	SECTION MGR, INFO TECH, SYS PROG, ISD	10/01/2002 01/01/2005 01/01/2006	105C 106B 107A

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2824	SECURITY GUARD	10/01/2002	N3	50F
		01/01/2005	N3	51E
		01/01/2006	N3	52D
0679	SENIOR ACCOUNTANT-AUDITOR	10/01/2002		90D
		01/01/2005		91C
		01/01/2006		92B
2649	SENIOR ACCOUNTING SYSTEMS ANALYST	10/01/2002		92D
		01/01/2005		93C
		01/01/2006		94B
0666	SENIOR ACCOUNTING SYSTEMS TECH	10/01/2002		88C
		01/01/2005		89B
		01/01/2006		90A
0829	SENIOR ANALYST,CAO	10/01/2002	N35	94K
		01/01/2005	N35	95J
		01/01/2006	N35	96H
0863	SR ASST ADMINISTRATIVE OFFICER(UC)	10/01/2002	N23	R17
		01/01/2005	N23	R17
		01/01/2006	N23	R17
9209	SENIOR ASSISTANT COUNTY COUNSEL	10/01/2002	N23	A4
		01/01/2005	N23	A4
		01/01/2006	N23	A4
9217	SENIOR ASSISTANT COUNTY COUNSEL(UC)	10/01/2002	N23	A4
		01/01/2005	N23	A4
		01/01/2006	N23	A4
9204	SENIOR ASSOCIATE COUNTY COUNSEL	10/01/2002	NW	94F
		01/01/2005	NW	95E
		01/01/2006	NW	96D
0313	SENIOR BIOLOGIST	10/01/2002		86K
		01/01/2005		87J
		01/01/2006		88H
1100	SENIOR BOARD SPECIALIST	10/01/2002	N36	74D
		01/01/2005	N36	75C
		01/01/2006	N36	76B
0485	SENIOR CASH SYSTEMS ANALYST	10/01/2002		88G
		01/01/2005		89F
		01/01/2006		90E
8062	SR COMMUNITY LIAISON REPRESENTATIVE	10/01/2002		89L
		01/01/2005		90K
		01/01/2006		91J
8512	SR CONSERVATION CHEMIST,MUSEUM/ART	10/01/2002		94B
		01/01/2005		95A
		01/01/2006		95L
8514	SENIOR CONSERVATOR,MUSEUM OF ART	10/01/2002		94B
		01/01/2005		95A
		01/01/2006		95L

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4615	SENIOR CONTRACT PROGRAM AUDITOR	10/01/2002 01/01/2005 01/01/2006	86K 87J 88H
8440	SENIOR CURATOR, MUSEUM OF ART	10/01/2002 01/01/2005 01/01/2006	94B 95A 95L
1908	SENIOR DEPTL EMPLOYEE RELATIONS REP	10/01/2002 01/01/2005 01/01/2006	95J 96H 97G
1843	SENIOR DEPARTMENTAL PERSONNEL ASST	10/01/2002 01/01/2005 01/01/2006	74A 74L 75K
1849	SENIOR DEPARTMENTAL PERSONNEL TECH	10/01/2002 01/01/2005 01/01/2006	84K 85J 86H
1682	SR DEPUTY AFFIRM ACTION COMPL OFF	10/01/2002 01/01/2005 01/01/2006	N23 R9 N23 R9 N23 R9
9207	SENIOR DEPUTY COUNTY COUNSEL	10/01/2002 01/01/2005 01/01/2006	NX 107H NX 108G NX 109F
9109	SR DEP DIR, CHILD & FAMILY SERVS(UC)	10/01/2002 01/01/2005 01/01/2006	N23 R15 N23 R15 N23 R15
1632	SENIOR DISABILITY RETIREMENT SPEC	07/01/2003	86H
1515	SENIOR DISASTER SERVICES ANALYST	10/01/2002 01/01/2005 01/01/2006	90K 91J 92H
4597	SR EMERGENCY MED SYSTEMS PROG HEAD	10/01/2002 01/01/2005 01/01/2006	N23 R9 N23 R9 N23 R9
5627	SR EMERGENCY PATIENT TRANSFER COORD	10/01/2002 01/01/2005 01/01/2006	80K 81J 82H
1847	SR EMPLOYEE SERVICES REP, SHERIFF	10/01/2002 01/01/2005 01/01/2006	86K 87J 88H
4571	SR EXECUTIVE MANAGER, HEALTH SERVS	10/01/2002 01/01/2005 01/01/2006	N23 R18 N23 R18 N23 R18
0507	SENIOR FINANCE ANALYST	10/01/2002 01/01/2005 01/01/2006	103J 104H 105G
4792	SENIOR FOOD SERVICES MANAGER	10/01/2002 01/01/2005 01/01/2006	82G 83F 84E

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7973	SENIOR GRAPHIC ARTIST, CAO	10/01/2002 01/01/2005 01/01/2006		78D 79C 80B
0722	SENIOR HEALTH SERVS FISCAL ANALYST	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9
9224	SENIOR HEARING OFFICER, DA	10/01/2002 01/01/2005 01/01/2006		87L 88K 89J
0436	SR HUMAN RESOURCES ANALYST, LACERA	07/01/2003		87A
0435	SENIOR HUMAN RESOURCES ASST, LACERA	07/01/2003		76C
1916	SENIOR HUMAN RESOURCES MANAGER	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
1112	SR INFO RESOURCE SPEC, BD OF SUPVRS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9
2543	SR INFO SYSTEMS CONTRACTS ANALYST	10/01/2002 01/01/2005 01/01/2006		94D 95C 96B
2536	SENIOR INFO SYSTEMS SUPPORT ANALYST	10/01/2002 01/01/2005 01/01/2006		89L 90K 91J
2564	SR INFO TECHNOLOGY CONSULTANT, CIO	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R13 R13 R13
2572	SR INFO TECHNOLOGY SPECIALIST, ISD	10/01/2002 01/01/2005 01/01/2006		107C 108B 109A
8673	SR INVESTIGATOR, PRETRIAL SERVS, PROB	10/01/2002 01/01/2005 01/01/2006		90B 91A 91L
0492	SENIOR INVESTMENT OFFICER, LACERA	10/01/2002	N23	R16
9243	SENIOR LAW CLERK	10/01/2002 01/01/2005 01/01/2006		F 3140.29 F 3218.80 F 3299.27
2114	SENIOR MANAGEMENT SECRETARY I	10/01/2002 01/01/2005 01/01/2006		78E 79D 80C
2115	SENIOR MANAGEMENT SECRETARY II	10/01/2002 01/01/2005 01/01/2006		80E 81D 82C
2116	SENIOR MANAGEMENT SECRETARY III	10/01/2002 01/01/2005 01/01/2006		82E 83D 84C

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2117	SENIOR MANAGEMENT SECRETARY IV	10/01/2002 01/01/2005 01/01/2006	84E 85D 86C	
2118	SENIOR MANAGEMENT SECRETARY V	10/01/2002 01/01/2005 01/01/2006	86E 87D 88C	
0441	SENIOR MANAGEMENT SECRETARY, LACERA	07/01/2003	81J	
1773	SENIOR MARKETING ANALYST	10/01/2002 01/01/2005 01/01/2006	88J 89H 90G	
9233	SENIOR PARALEGAL	10/01/2002 01/01/2005 01/01/2006	NX NX NX	77A 77L 78K
1891	SENIOR PERSONNEL ASSISTANT	10/01/2002 01/01/2005 01/01/2006	76C 77B 78A	
5478	SENIOR PHYSICIAN, MD	10/01/2002 01/01/2005 01/01/2006	N19 N19 N19	
5051	SENIOR PHYSICIAN'S ASSISTANT	10/01/2002 01/01/2005 01/01/2006	95D 96C 97B	
8621	SENIOR PROBATION DIRECTOR	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
1599	SENIOR PUBLIC INFORMATION ASSISTANT	10/01/2002 01/01/2005 01/01/2006	75E 76D 77C	
2100	SENIOR SECRETARY I	10/01/2002 01/01/2005 01/01/2006	70E 71D 72C	
2101	SENIOR SECRETARY II	10/01/2002 01/01/2005 01/01/2006	72E 73D 74C	
2102	SENIOR SECRETARY III	10/01/2002 01/01/2005 01/01/2006	74E 75D 76C	
2103	SENIOR SECRETARY IV	10/01/2002 01/01/2005 01/01/2006	76E 77D 78C	
2104	SENIOR SECRETARY V	10/01/2002 01/01/2005 01/01/2006	78E 79D 80C	
0439	SENIOR SECRETARY, LACERA	07/01/2003	73J	

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0960	SR STAFF ANALYST, COMMISSION SERVS	09/23/2003 01/01/2005 01/01/2006	90K 91J 92H	
4594	SENIOR STAFF ANALYST, HEALTH	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9
0926	SENIOR STAFF ASSISTANT, NURSING	10/01/2002 01/01/2005 01/01/2006	84F 85E 86D	
9213	SENIOR STAFF COUNSEL, LACERA	10/01/2002	N23	R16
5118	SENIOR STUDENT WORKER, NURSING	10/01/2002 01/01/2005 01/01/2006	FH FH FH	11.13 11.41 11.70
5732	SENIOR VETERINARIAN	10/01/2002 01/01/2005 01/01/2006	96B 97A 97L	
2389	SERVICE UNIT MATERIALS MANAGER I	10/01/2002 01/01/2005 01/01/2006	81K 82J 83H	
2390	SERVICE UNIT MATERIALS MANAGER II	10/01/2002 01/01/2005 01/01/2006	84K 85J 86H	
2391	SERVICE UNIT MATERIALS MANAGER III	10/01/2002 01/01/2005 01/01/2006	92C 93B 94A	
8028	SERVICES DIRECTOR, PROBATION	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9
9994	SHERIFF (UNCLASSIFIED)	07/01/2003	N32	
1160	SIGN LANGUAGE SPECIALIST	10/01/2002 01/01/2005 01/01/2006	73E 74D 75C	
6596	SIGN MAKER	10/01/2002 01/01/2005 01/01/2006	64B 65A 65L	
4627	SPECIAL ASSISTANT I, HEALTH SERVICES	10/01/2002 01/01/2005 01/01/2006	89H 90G 91F	
4628	SPECIAL ASSISTANT II, HEALTH SERVS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9
1802	SPECIAL ASSISTANT, ASSESSOR	10/01/2002 01/01/2005 01/01/2006	92K 93J 94H	

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9985	SPECIAL ASSISTANT, ASSESSOR(UC)	10/01/2002 01/01/2005 01/01/2006		100B 101A 101L
9986	SPECIAL ASSISTANT, ASSESSOR(UC)	10/01/2002 01/01/2005 01/01/2006		102B 103A 103L
9296	SPECIAL ASSISTANT, ATTORNEY, DA	10/01/2002 01/01/2005 01/01/2006	NW NW NW	102E 103D 104C
9297	SPECIAL ASSISTANT, ATTORNEY, DA	10/01/2002 01/01/2005 01/01/2006	NW NW NW	106F 107E 108D
9981	SPECIAL ASSISTANT, ATTORNEY, DA(UC)	10/01/2002 01/01/2005 01/01/2006	N3 N3 N3	81C 82B 83A
9982	SPECIAL ASSISTANT, ATTORNEY, DA(UC)	10/01/2002 01/01/2005 01/01/2006	NX NX NX	92G 93F 94E
9983	SPECIAL ASSISTANT, ATTORNEY, DA(UC)	10/01/2002 01/01/2005 01/01/2006	NW NW NW	101G 102F 103E
9984	SPECIAL ASSISTANT, ATTORNEY, DA(UC)	10/01/2002 01/01/2005 01/01/2006	NW NW NW	105H 106G 107F
9951	SPECIAL ASSISTANT, ATTORNEY, DA(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R15 R15 R15
8913	SPECIAL ASSISTANT, BEACHES & HARBORS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9
9952	SPECIAL ASSISTANT, DA(UC)	10/01/2002 01/01/2005 01/01/2006		77L 78K 79J
9953	SPECIAL ASSISTANT, DA(UC)	10/01/2002 01/01/2005 01/01/2006		87L 88K 89J
9954	SPECIAL ASSISTANT, DA(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
4237	SPECIAL ASSISTANT, ISD	10/01/2002 01/01/2005 01/01/2006		86D 87C 88B
0775	SPECIAL ASSISTANT, LACERA	10/01/2002	N23	R12
8498	SPECIAL ASSISTANT, MUS OF NAT HIST	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R4 R4 R4

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8766	SPECIAL ASSISTANT, PARKS & REC	10/01/2002	N23	R9
		01/01/2005	N23	R9
		01/01/2006	N23	R9
8648	SPECIAL ASSISTANT, PROBATION	10/01/2002	N23	R7
		01/01/2005	N23	R7
		01/01/2006	N23	R7
8348	SPECIAL ASST, PUBLIC SERVS, LIBRARY	10/01/2002		87C
		01/01/2005		88B
		01/01/2006		89A
2847	SPECIAL ASST, SAFETY POLICE SERVICES	10/01/2002		88H
		01/01/2005		89G
		01/01/2006		90F
0547	SPECIAL ASSISTANT, TREAS-TAX COLL	10/01/2002		97H
		01/01/2005		98G
		01/01/2006		99F
9292	SPECIAL COUNSEL, DISTRICT ATTORNEY	10/01/2002	N23	R16
		01/01/2005	N23	R16
		01/01/2006	N23	R16
9338	SPECIAL DEPUTY, REG-RECORDER, NC	07/01/2003		FH 12.03
		01/01/2005		FH 12.33
		01/01/2006		FH 12.64
0850	SPECIAL SERVICES ASSISTANT I	10/01/2002		90K
		01/01/2005		91J
		01/01/2006		92H
0851	SPECIAL SERVICES ASSISTANT II	10/01/2002		96K
		01/01/2005		97J
		01/01/2006		98H
0852	SPECIAL SERVICES ASSISTANT III	10/01/2002	N23	R12
		01/01/2005	N23	R12
		01/01/2006	N23	R12
0853	SPECIAL SERVICES ASSISTANT IV	10/01/2002	N23	R13
		01/01/2005	N23	R13
		01/01/2006	N23	R13
0854	SPECIAL SERVICES ASSISTANT V	10/01/2002	N23	R15
		01/01/2005	N23	R15
		01/01/2006	N23	R15
0855	SPECIAL SERVICES ASSISTANT VI	10/01/2002	N23	R16
		01/01/2005	N23	R16
		01/01/2006	N23	R16
0959	STAFF ANALYST, COMMISSION SERVS	09/23/2003		87K
		01/01/2005		88J
		01/01/2006		89H
4593	STAFF ANALYST, HEALTH	10/01/2002		90K
		01/01/2005		91J
		01/01/2006		92H

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1805	STAFF ASSISTANT, ASSESSOR	10/01/2002 01/01/2005 01/01/2006		66K 67J 68H	
0917	STAFF ASST, BUREAU OPERATIONS, DA	10/01/2002 01/01/2005 01/01/2006		80K 81J 82H	
0919	STAFF ASST, CENTRAL COURT OPNS, PD	10/01/2002 01/01/2005 01/01/2006		80K 81J 82H	
0908	STAFF ASSISTANT, CAO	10/01/2002 01/01/2005 01/01/2006		76F 77E 78D	
0921	STAFF ASST, COMM FOR CHILDREN'S SVS	10/01/2002 01/01/2005 01/01/2006		83K 84J 85H	
4092	STAFF ASSISTANT, FACILITIES, PW	10/01/2002 01/01/2005 01/01/2006		75H 76G 77F	
4235	STAFF ASSISTANT, ISD	10/01/2002 01/01/2005 01/01/2006		81D 82C 83B	
9212	STAFF COUNSEL, LACERA	10/01/2002	N23	R12	
1861	STAFF DEVELOPMENT SPECIALIST	10/01/2002 01/01/2005 01/01/2006		81J 82H 83G	
9144	STAFF DEVELOPMENT SPECIALIST, HS	10/01/2002 01/01/2005 01/01/2006		81G 82F 83E	
1901	STAFF DEVELOPMENT SPECIALIST, ISD	10/01/2002 01/01/2005 01/01/2006		82J 83H 84G	
1899	STAFF DEVELOPMENT SPECIALIST, PW	10/01/2002 01/01/2005 01/01/2006		81J 82H 83G	
2399	STANDARDIZATION & SPECIF COORD, MC	10/01/2002 01/01/2005 01/01/2006		89G 90F 91E	
9339	STUDENT CASE WORKER, NC	10/01/2002 01/01/2005 01/01/2006	N1	FH	6.21 6.37 6.53
9340	STUDENT CLINICAL SOCIAL WORKER, NC	10/01/2002 01/01/2005 01/01/2006	N1	FH	6.21 6.37 6.53
9345	STUDENT DIAG ULTRASOUND TECH, NC	10/01/2002 01/01/2005 01/01/2006	N1	F	1162.67 1191.74 1221.53

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8244	STUDENT INTERN WORKER	07/01/2003	N1	FH	6.44
		01/01/2005	N1	FH	6.60
		01/01/2006	N1	FH	6.77
8243	STUDENT PROFESSIONAL WORKER	07/01/2003		FH	9.80
		01/01/2005		FH	10.05
		01/01/2006		FH	10.30
2482	STUDENT PROF WORKER,INFO TECH	10/01/2002		FH	14.63
		01/01/2005		FH	15.00
		01/01/2006		FH	15.38
9343	STUDENT PSYCHIATRIC CASE WORKER,NC	10/01/2002	N1	FH	6.21
		01/01/2005	N1	FH	6.37
		01/01/2006	N1	FH	6.53
9342	STUDENT THERAPIST,NC	10/01/2002	N1	F	1081.11
		01/01/2005	N1	F	1108.14
		01/01/2006	N1	F	1135.84
8242	STUDENT WORKER	07/01/2003		FH	8.11
		01/01/2005		FH	8.31
		01/01/2006		FH	8.52
2481	STUDENT WORKER,INFO TECH	10/01/2002		FH	12.11
		01/01/2005		FH	12.41
		01/01/2006		FH	12.72
5113	STUDENT WORKER,NURSING	10/01/2002		FH	9.98
		01/01/2005		FH	10.23
		01/01/2006		FH	10.49
0295	SUPERINTENDENT,ARBORETUM	10/01/2002	N23	R8	
		01/01/2005	N23	R8	
		01/01/2006	N23	R8	
8816	SUPERINTENDENT,BONELLI REGL PARK	10/01/2002	N23	R8	
		01/01/2005	N23	R8	
		01/01/2006	N23	R8	
8834	SUPERINTENDENT,HOLLYWOOD BOWL	10/01/2002	N23	R6	
		01/01/2005	N23	R6	
		01/01/2006	N23	R6	
3458	SUPERINTENDENT OF BUILDING,PW	10/01/2002	N23	R14	
		01/01/2005	N23	R14	
		01/01/2006	N23	R14	
8817	SUPERINTENDENT,SANTA FE DAM REGL PK	10/01/2002	N23	R6	
		01/01/2005	N23	R6	
		01/01/2006	N23	R6	
0653	SUPERVISING ACCOUNTANT,AUDITOR-CONT	10/01/2002		90D	
		01/01/2005		91C	
		01/01/2006		92B	
0669	SUPVG ACCOUNTING SYSTEMS TECHNICIAN	10/01/2002		91G	
		01/01/2005		92F	
		01/01/2006		93E	

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0897	SUPVG ADMINISTRATIVE ASSISTANT II	10/01/2002 01/01/2005 01/01/2006	88J 89H 90G
0898	SUPVG ADMINISTRATIVE ASSISTANT III	10/01/2002 01/01/2005 01/01/2006	90K 91J 92H
0423	SUPERVISING ADMIN ASST II, LACERA	07/01/2003	90G
0424	SUPERVISING ADMIN ASST III, LACERA	07/01/2003	92H
0014	SUPERVISING AGRICULTURAL INSPECTOR	10/01/2002 01/01/2005 01/01/2006	88J 89H 90G
1616	SUPERVISING CHILD SUPPORT OFFICER	10/01/2002 01/01/2005 01/01/2006	81E 82D 83C
3450	SUPERVISING CIVIL ENGINEER IV	10/01/2002 01/01/2005 01/01/2006	102H 103G 104F
8863	SUPERVISING CONTRACTS MONITOR, B & H	10/01/2002 01/01/2005 01/01/2006	86J 87H 88G
8590	SUPERVISING CREW INSTRUCTOR	10/01/2002 01/01/2005 01/01/2006	77D 78C 79B
0940	SUPERVISING CRIME ANALYST, SHERIFF	10/01/2002 01/01/2005 01/01/2006	83D 84C 85B
4340	SUPERVISING CRIMINALIST I	10/01/2002 01/01/2005 01/01/2006	96A 96L 97K
4344	SUPERVISING CRIMINALIST II	10/01/2002 01/01/2005 01/01/2006	98A 98L 99K
4339	SUPERVISING CRIMINALIST, SHERIFF	10/01/2002 01/01/2005 01/01/2006	96A 96L 97K
1486	SUPVG DEPUTY PUBLIC CONS/ADMR II	10/01/2002 01/01/2005 01/01/2006	85G 86F 87E
4375	SUPVG ENGINEERING GEOLOGIST IV	10/01/2002 01/01/2005 01/01/2006	102H 103G 104F
3912	SUPERVISING FIELD ENGINEER	10/01/2002 01/01/2005 01/01/2006	100G 101F 102E

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4882	SUPERVISING FORENSIC ATTENDANT	10/01/2002 01/01/2005 01/01/2006		70K 71J 72H
4335	SUPVVG FORENSIC IDENTIFICATION SPEC	10/01/2002 01/01/2005 01/01/2006	NV NV NV	89A 89L 90K
4889	SUPERVISING FORENSIC TECHNICIAN	10/01/2002 01/01/2005 01/01/2006		77D 78C 79B
2537	SUPVVG INFO SYSTEMS SUPPORT ANALYST	10/01/2002 01/01/2005 01/01/2006		89L 90K 91J
0683	SUPVVG INVESTIGATIVE AUDITOR, DA	10/01/2002 01/01/2005 01/01/2006		94E 95D 96C
2918	SUPVVG INVESTIGATOR, COUNTY COUNSEL	10/01/2002 01/01/2005 01/01/2006		95K 96J 97H
4737	SUPVVG MENTAL HEALTH PSYCHIATRIST	10/01/2002 01/01/2005 01/01/2006	N19 N19 N19	M11 M11 M11
5174	SUPERVISING NURSE ANESTHETIST	10/01/2002 01/01/2005 01/01/2006		113E 114D 115C
1231	SUPVVG OPERATIONS ASST I, SHERIFF	10/01/2002 01/01/2005 01/01/2006		86B 87A 87L
1232	SUPVVG OPERATIONS ASST II, SHERIFF	10/01/2002 01/01/2005 01/01/2006		89B 90A 90L
9234	SUPERVISING PARALEGAL	10/01/2002 01/01/2005 01/01/2006	NX NX NX	81A 81L 82K
5423	SUPVVG PHYSICIAN, MD, EMERGENCY ROOM	10/01/2002 01/01/2005 01/01/2006	N19 N19 N19	
4483	SUPERVISING PLANNING ANALYST, FIRE	10/01/2002 01/01/2005 01/01/2006		94K 95J 96H
1626	SUPERVISING PROGRAM ANALYST	10/01/2002 01/01/2005 01/01/2006		91E 92D 93C
8641	SUPERVISING PROGRAM ANALYST, PROB	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R9 R9 R9

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2224	SUPVG PROGRAMMED TYPEWRITER OPER	10/01/2002 01/01/2005 01/01/2006	63D 64C 65B	
0923	SUPERVISING STAFF ASSISTANT, NURSING	10/01/2002 01/01/2005 01/01/2006	86G 87F 88E	
1161	SUPVG SIGN LANGUAGE SPECIALIST	09/01/2002 01/01/2005 01/01/2006	77E 78D 79C	
1629	SUPVG STAFF DEVELOPMENT SPEC, DA	10/01/2002 01/01/2005 01/01/2006	85K 86J 87H	
3591	SUPERVISING STRUCTURAL ENGINEER IV	10/01/2002 01/01/2005 01/01/2006	102H 103G 104F	
0883	SUPVG SYS & WORK MEASMNT ANALYST II	10/01/2002 01/01/2005 01/01/2006	93G 94F 95E	
4348	SUPERVISING TOXICOLOGIST	10/01/2002 01/01/2005 01/01/2006	89L 90K 91J	
2237	SUPERVISING WORD PROCESSOR	10/01/2002 01/01/2005 01/01/2006	72H 73G 74F	
0449	SUPERVISING WORD PROCESSOR, LACERA	07/01/2003	74K	
9991	SUPERVISOR	07/01/2003	N32	
4582	SUPERVISOR, CONTRACTS & GRANTS, HS	10/01/2002 01/01/2005 01/01/2006	N23 R10 N23 R10 N23 R10	
2376	SUPVR, MATERIAL & SUPPLY OPERATIONS	10/01/2002 01/01/2005 01/01/2006	81A 81L 82K	
5415	SUPERVISOR OF RESIDENTS, MD	10/01/2002 01/01/2005 01/01/2006	F F F	6551.90 6715.70 6883.59
8139	SUPERVISOR, PATRIOTIC HALL	10/01/2002 01/01/2005 01/01/2006	N23 R2 N23 R2 N23 R2	
0965	SUPERVISOR, RECORDS MANAGEMENT	10/01/2002 01/01/2005 01/01/2006	84G 85F 86E	
0296	SUPVR, SOUTH COAST BOTANIC GARDENS	10/01/2002 01/01/2005 01/01/2006	80H 81G 82F	

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0927	SUPVR, STAFF SERVICES, COUNTY COUNSEL	10/01/2002 01/01/2005 01/01/2006		72K 73J 74H
8138	SUPERVISOR, VETERANS CLAIMS	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R2 R2 R2
9949	SUPERVISOR'S ASST CHIEF DEPUTY(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R12 R12 R12
9941	SUPERVISOR'S ASST CHIEF OF STAFF	10/01/2002 01/01/2005 01/01/2006	N25 N25 N25	
9944	SUPERVISOR'S ASST DEPUTY I(UC)	10/01/2002 01/01/2005 01/01/2006		80B 81A 81L
9945	SUPERVISOR'S ASST DEPUTY II(UC)	10/01/2002 01/01/2005 01/01/2006		84B 85A 85L
9946	SUPERVISOR'S ASST DEPUTY III(UC)	10/01/2002 01/01/2005 01/01/2006		88B 89A 89L
9950	SUPERVISOR'S CHIEF DEPUTY(UC)	10/01/2002 01/01/2005 01/01/2006	N23 N23 N23	R14 R14 R14
9943	SUPERVISOR'S CHIEF OF STAFF	10/01/2002 01/01/2005 01/01/2006	N25 N25 N25	
9947	SUPERVISOR'S DEPUTY(UC)	10/01/2002 01/01/2005 01/01/2006		92B 93A 93L
9935	SUPERVISOR'S DEPUTY I	10/01/2002 01/01/2005 01/01/2006	N25 N25 N25	
9936	SUPERVISOR'S DEPUTY II	10/01/2002 01/01/2005 01/01/2006	N25 N25 N25	
9938	SUPERVISOR'S DEPUTY III	10/01/2002 01/01/2005 01/01/2006	N25 N25 N25	
9939	SUPERVISOR'S DEPUTY IV	10/01/2002 01/01/2005 01/01/2006	N25 N25 N25	
9948	SUPERVISOR'S SENIOR DEPUTY(UC)	10/01/2002 01/01/2005 01/01/2006		97B 98A 98L

ITEM NO	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE LEVEL
9934	SUPERVISOR'S STAFF ASSISTANT	10/01/2002 01/01/2005 01/01/2006	N25 N25 N25
9937	SUPERVISOR'S STAFF ASSISTANT I(UC)	10/01/2002 01/01/2005 01/01/2006	67B 68A 68L
9940	SUPERVISOR'S STAFF ASSISTANT II(UC)	10/01/2002 01/01/2005 01/01/2006	72B 73A 73L
9942	SUPERVISOR'S STAFF ASST III(UC)	10/01/2002 01/01/2005 01/01/2006	76B 77A 77L
2531	SYSTEMS DEVELOPMENT SPECIALIST,PW	10/01/2002 01/01/2005 01/01/2006	100C 101B 102A
2555	SYSTEMS PROGRAMMER,PUBLIC WORKS	10/01/2002 01/01/2005 01/01/2006	95A 95L 96K
3402	TELECOMMUNICATIONS LICENSING ANA	10/01/2002 01/01/2005 01/01/2006	83J 84H 85G
5820	THERAPY SERVICES CHIEF,CCS	10/01/2002 01/01/2005 01/01/2006	105H 106G 107F
0376	TRAILS MAINTENANCE SUPERVISOR	10/01/2002 01/01/2005 01/01/2006	81K 82J 83H
1859	TRAINING & COMMUNICATIONS SPEC,FIRE	10/01/2002 01/01/2005 01/01/2006	90J 91H 92G
1867	TRAINING COORDINATOR	10/01/2002 01/01/2005 01/01/2006	85J 86H 87G
1886	TRAINING COORDINATOR,LACERA	07/01/2003	86L
1888	TRAINING COORD,MLK JR GEN HOSP	10/01/2002 01/01/2005 01/01/2006	93B 94A 94L
1865	TRAINING COORDINATOR,MENTAL HEALTH	10/01/2002 01/01/2005 01/01/2006	88J 89H 90G
1872	TRAINING COORDINATOR,SHERIFF	10/01/2002 01/01/2005 01/01/2006	84K 85J 86H
1868	TRAINING OFFICER,PUBLIC WORKS	10/01/2002 01/01/2005 01/01/2006	86J 87H 88G

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1379	TRANSPORTATION ASSISTANT	10/01/2002	N3	68E
		01/01/2005	N3	69D
		01/01/2006	N3	70C
0545	TREASURER & TAX COLLECTOR	10/01/2002	N23	R17
		01/01/2005	N23	R17
		01/01/2006	N23	R17
0404	TREE FARM MANAGER	10/01/2002		82B
		01/01/2005		83A
		01/01/2006		83L
9347	TRUCK CRANE OILER(OAA),NC	10/01/2002	N6	
		01/01/2005	N6	
		01/01/2006	N6	
9348	TRUCK DRIVER(OAA),NC	10/01/2002	N6	
		01/01/2005	N6	
		01/01/2006	N6	
9970	UNDERSHERIFF(UC)	10/01/2002	N23	R18
		10/01/2004	N23	R18
		10/01/2005	N23	R18
5096	UNIT SUPPORT ASSISTANT	10/01/2002	N3	46C
		01/01/2005	N3	47B
		01/01/2006	N3	48A
5728	VETERINARIAN	10/01/2002	N2	89G
		01/01/2005	N2	90F
		01/01/2006	N2	91E
8598	VOCATIONAL WORKSHOP INSTRUCTOR	10/01/2002		75L
		01/01/2005		76K
		01/01/2006		77J
2681	VOLUNTEER PROGRAMS COORDINATOR I	10/01/2002		64F
		01/01/2005		65E
		01/01/2006		66D
2683	VOLUNTEER PROGRAMS COORDINATOR II	10/01/2002		71F
		01/01/2005		72E
		01/01/2006		73D
2685	VOLUNTEER PROGRAMS DIRECTOR	10/01/2002		77F
		01/01/2005		78E
		01/01/2006		79D
2687	VOLUNTEER PROGRAMS DIRECTOR,MED CTR	10/01/2002		81F
		01/01/2005		82E
		01/01/2006		83D
2397	WAREHOUSING & SUPPLY OPNS SPEC,MC	10/01/2002		89G
		01/01/2005		90F
		01/01/2006		91E
7985	WELFARE RECIPIENT EMPLOYMENT COORD	10/01/2002		81D
		01/01/2005		82C
		01/01/2006		83B

SECTION 50. Section 6.28.050-25 is amended to read:

6.28.050-25 Notes to Section 6.28.050.

...

NOTE 23. Notwithstanding any other provision of this Title 6, a person employed in this position shall be paid in accordance with the provisions of Part 3 of Chapter 6.08 of this title. Except persons employed as Alternate Public Defender (Item No. 9268) or Public Defender (Item No. 9269) shall be paid as if they were compensated in accordance with the provisions of NOTE 32 (B) provided, however, that their performance is rated as "Competent" or better. The rate or rates established by this provision constitute a base salary.

~~NOTE 28.~~ ~~Notwithstanding any other provision of this Title 6, the incumbent in the position of Judge of the Justice Court, Catalina shall be compensated in accordance with Sections 68202.5 and 71702 of the California Government Code.~~

SECTION 51. Section 6.28.170 is added to read:

Section 6.28.170 County Financial Crisis

A. General salary increases scheduled by Memorandum of Understanding or Section 6.28.050 of this Title 6 to occur on January 1, 2005 shall be cancelled, if the Board of Supervisors declares on or before October 1, 2004 that a financial emergency exists during Fiscal Year 2004-05 as the result of a significant reduction in on-going local revenues, a significant State or Federal reductions in revenue, and/or a shift in costs resulting in major increased expenditures having County-wide implications.

B. General salary increases scheduled by Memorandum of Understanding or Section 6.28.050 of this Title 6 to occur on January 1, 2006 shall be cancelled, if the Board of Supervisors declares on or before October 1, 2005 that a financial emergency exists during Fiscal Year 2005-06 as the result of a significant reduction in on-going local revenues, a significant State or Federal reductions in revenue, and/or a shift in costs resulting in a major increased expenditures having County-wide implications.

SECTION 52. Subsection D of Section 6.44.200 is amended to read:

6.44.200 Board of supervisors performance-based pay plan.

...

D. Salary Range. An adjustment to the Salary Range shall not result in a change in salary for any Employee. The six Ranges in the Plan shall be effective on the dates shown in the following tables:

Effective on October 1, 2002

Range	Beginning Rate	Control Point I	Control Point II	Maximum Rate
1	2,511.17	3,013.41	3,515.65	4,017.86
2	3,126.42	3,751.69	4,376.99	5,002.26
3	3,892.39	4,670.86	5,449.35	6,227.81
4	4,846.00	5,815.22	6,784.43	7,753.64
5	6,058.89	7,270.68	8,482.45	9,694.24
6	7,543.33	9,051.73	10,560.67	12,069.32

Effective on January 1, 2005

<u>Range</u>	<u>Beginning Rate</u>	<u>Control Point I</u>	<u>Control Point II</u>	<u>Maximum Rate</u>
<u>1</u>	<u>2,573.95</u>	<u>3,088.75</u>	<u>3,603.54</u>	<u>4,118.31</u>
<u>2</u>	<u>3,204.58</u>	<u>3,845.48</u>	<u>4,486.41</u>	<u>5,127.32</u>
<u>3</u>	<u>3,989.70</u>	<u>4,787.63</u>	<u>5,585.58</u>	<u>6,383.51</u>
<u>4</u>	<u>4,967.15</u>	<u>5,960.60</u>	<u>6,954.04</u>	<u>7,947.48</u>
<u>5</u>	<u>6,210.36</u>	<u>7,452.45</u>	<u>8,694.51</u>	<u>9,936.60</u>
<u>6</u>	<u>7,731.91</u>	<u>9,278.02</u>	<u>10,824.69</u>	<u>12,371.05</u>

Effective on January 1, 2006

<u>Range</u>	<u>Beginning Rate</u>	<u>Control Point I</u>	<u>Control Point II</u>	<u>Maximum Rate</u>
<u>1</u>	<u>2,638.30</u>	<u>3,165.96</u>	<u>3,693.63</u>	<u>4,221.26</u>
<u>2</u>	<u>3,284.70</u>	<u>3,941.62</u>	<u>4,598.58</u>	<u>5,255.50</u>
<u>3</u>	<u>4,089.44</u>	<u>4,907.32</u>	<u>5,725.22</u>	<u>6,543.09</u>
<u>4</u>	<u>5,091.33</u>	<u>6,109.62</u>	<u>7,127.89</u>	<u>8,146.17</u>
<u>5</u>	<u>6,365.62</u>	<u>7,638.76</u>	<u>8,911.87</u>	<u>10,185.01</u>
<u>6</u>	<u>7,925.21</u>	<u>9,509.97</u>	<u>11,095.30</u>	<u>12,680.33</u>

....

SECTION 53. Subsection D of Section 6.50.021 is amended to read:

6.50.021 Performance-based pay plan for certain employees of the department of chief administrative officer.

....

D. The salary range for the class of Management Analyst, CAO, shall be effective on the date given:

Salary Schedule and Level

October 1, 2002

Beginning Rate 79A

Maximum Rate 104K

Salary Schedule and Level

January 1, 2005

Beginning Rate 79L

Maximum Rate 105J

Salary Schedule and Level

January 1, 2006

Beginning Rate 80K

Maximum Rate 106H

SECTION 54. Subsection L of Section 6.78.350 is amended to read:

6.78.350 Additional information.

...

L. Compensation of Certain Positions. Notwithstanding any other provision of the County Code, the director of health services, for recruitment purposes, may establish the compensation of any of the following positions at the time of initial appointment at a rate up to 50 percent above the rate shown in Section 6.28.050 which is effective on the date of appointment. Such compensation when established shall be the initial flat rate per month.

Item No.	Title
4552	Chf Dep Dir, HS, Clinical & Med. Affairs (UC)
4568	Director, Office of Managed Care

~~Thereafter, the flat rate per month so established for the Director, Office of Managed Care shall be increased by four percent on October 1, 2000, by one and one quarter percent on July 1, 2001, by three percent on October 1, 2001, by one and one quarter percent on July 1, 2002, and by two percent on October 1, 2002 and the flat rate per month so established for the Chief Dep Dir, HS, Clinical & Medical Affairs (UC) shall be increased by four percent on October 1, 2000, by one and one half percent on July 1, 2001, by three percent on October 1, 2001, by one and one half percent on July 1, 2002, and by two percent on October 1, 2002. The rate or rates established by this provision constitute a base rate for the above positions shall be increased by the percentage adjustment factor provided by this section on the effective dates shown below.~~

Percentage Adjustment Factor

Effective Date

2 Percent

October 1, 2002

2.5 Percent

January 1, 2005

2.5 Percent

January 1, 2006

The rate or rates established by this provision constitute a base rate.

...

SECTION 55. Subsection C of Section 6.86.020 is amended to read:

6.86.020 Additional information.

...

C. Compensation of the Medical Director, M.D., Mental Health (Item No. 4567) and Medical Director, M.D., Mental Health (UC) (Item No. 4574). Notwithstanding any other provision of the County Code, the director of mental health, for recruitment purposes, may establish the compensation of the Medical Director, M.D., Mental Health and the Medical Director, M.D., Mental Health (UC) at the time of initial appointment at a flat monthly rate not to exceed a maximum annual salary of \$190,000.00. Thereafter, if the director of mental health initially establishes a flat monthly rate, that rate shall be increased by ~~four percent on October 1, 2000, by one and one half percent on July 1, 2001, by three percent on October 1, 2001, by one and one half percent on July 1, 2002, and by two percent on October 1, 2002,~~ by two and one-half percent on January 1, 2005 and by two and one-half percent on January 1, 2006. Each such increased rate shall be the new flat monthly rate. Any rate established pursuant to this subsection shall constitute a base rate. In the event a flat monthly rate is established pursuant to this subsection, the provisions of County Code Sections 6.08.200, 6.08.210, 6.08.220, 6.08.230, 6.08.240, 6.08.250, 6.08.260 and 6.08.270 shall not apply to the positions of Medical Director, M.D., Mental Health and Medical Director, M.D., Mental Health, (UC).

SECTION 56. Pursuant to Sections 25123 (e) and 25123(f) of the Government Code, this ordinance shall take effect immediately. If this ordinance becomes effective after October 1, 2003, it shall be construed and applied as if it were effective and operative on and after October 1, 2003, except Sections 6, 8, 12, 13, 15, 18, 19, and 25 shall be operative January 1, 2004.

[CAOGL-COCLT]